

Erin A. Murray

Associate

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Focus Areas

Litigation and Trials
Discrimination and Harassment
Business Restructuring and M&A
Investigations
Higher Education

Overview

Erin A. Murray is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization, and she has been repeatedly recognized by Best Lawyers in America® as “One to Watch.” Erin advises and represents clients in a wide range of employment matters, including issues related to:

- Discrimination, harassment, and retaliation based on race, color, national origin, religion, sex, age, and disability
- Retaliation and interference with rights under the Family and Medical Leave Act (FMLA)
- Noncompete, nonsolicitation, and nondisclosure agreements
- Wage and hour disputes under federal and state law
- Employee handbooks, policies, and separation agreements

Erin regularly advises companies on reductions-in-force, Worker Adjustment and Retraining Notification Act (WARN) compliance, and other downsizing issues. She helps businesses comply with the Older Worker Benefits Protection Act (OWBPA) and similar anti-discrimination statutes by providing guidance for employers making selection decisions; drafting age disclosures (including cumulative disclosures for multi-phased reductions-in-force); coordinating statistical analyses; and preparing multi-state compliant release agreements for group termination programs. Erin routinely conducts WARN analyses to determine if advance notice is required for mass layoffs and plant closures, and in the event of a WARN trigger, she assists companies with notifying the appropriate government entities. She also has experience

assisting clients with international reductions-in-force and coordinating with Littler attorneys globally to advise on employment terminations abroad.

Erin also has particular skill in conducting internal workplace investigations, including sexual harassment and misconduct claims under Title IX. She has conducted numerous investigations for both public and private sector employers concerning sensitive claims of discrimination, harassment, and retaliation, as well as fiduciary duty claims. Erin has similarly presented various trainings to higher education institutions on subjects such as Title IX compliance, conducting investigations, and related issues.

In addition, Erin maintains an active litigation practice before federal and state courts, the Equal Employment Opportunity Commission, and the Texas Workforce Commission. She has experience with federal and state multidistrict litigation regarding complex contract disputes, business torts, and unfair competition claims. She has also defended businesses against class and collective action lawsuits alleging systemic employee discrimination and misclassification claims. Erin's contributions toward successfully defeating class certification in a case involving claims of "reverse" national origin discrimination helped Littler earn recognition as Law360's Employment Group of the Year in 2022.

Erin's clerkship experience has given her insight to help guide clients through the litigation process. After graduating from William & Mary Law School, she clerked in a state trial court for Judge W. Reilly Marchant and Judge Joi J. Taylor. She also interned with Judge Rossie D. Alston, Jr. at the Court of Appeals of Virginia and Justice LeRoy F. Millette, Jr. at the Supreme Court of Virginia.

During law school, Erin was an articles editor for the *William & Mary Law Review*. A native of the Northern Virginia area, Erin initially practiced in Washington, D.C. before moving to Texas.

Professional and Community Affiliations

- Member, Young Lawyers Division Fellowship Program, American Bar Association, Labor and Employment Law Section, 2024-2026
- Member, Education and Workforce Council, Dallas Regional Chamber, 2024-present
- Member, Gender Fairness Committee, Houston Bar Association, 2019-2022
- Member, Houston Young Lawyers Association, 2018-2022
- Co-Chair, Young Professionals Council, Houston Urban Debate League, 2019-2022

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025

Education

J.D., William & Mary Law School, 2016

B.A., The George Washington University, 2013, *cum laude*

Bar Admissions

Texas

Virginia

District of Columbia

Courts

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Virginia

U.S. District Court, District of Columbia

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

U.S. Department of Education Issues Long-Awaited Final Title IX Regulations

Littler Insight

April 22, 2024

New York Curtails Release Agreements Involving Claims of Discrimination, Harassment, or Retaliation

SHRM Online

November 28, 2023

New York Enacts Greater Restrictions on Release Agreements Involving Claims of Discrimination, Harassment, or Retaliation

Littler ASAP

November 22, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

Dear Littler: How should employers revise their releases, separation agreements, and settlement agreements in light of the Speak Out Act?

Dear Littler

December 15, 2022

Fifth Circuit Rules that COVID-19 Pandemic Did Not Trigger the “Natural Disaster” Exception to WARN Notice Requirements

Littler Insight

June 22, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

EEOC Expands Voluntary Resolution Efforts with Temporary Mediation and Conciliation Pilot Programs

Littler ASAP

July 31, 2020

EEOC Rescinds Policy Statement Disfavoring Arbitration Agreements

Littler ASAP

January 2, 2020

Speaking Engagements

Baby Steps: Balancing the Return-to-Office With Expanding Maternal and Family Leave Protections

HR Houston Gulf Coast Symposium

August 2024

2024 Dallas Regional Employer Conference

Dallas, TX

August 1, 2024

Spring into 2024: The Labor and Employment Law Updates Texas Employers Need To Know

March 28, 2024

2022 Houston Regional Employer Conference

Houston, TX

October 6, 2022

Title IX Annual Training

University of Texas System

August 4-5, 2021

ADA Accommodations That Come with Fur and a Tail

HR Houston Gulf Coast Symposium

May 2019

Right to Bear Arms: Legal Considerations for Employers

HR Houston Woodlands Chapter Meeting

February 2019