

James McGehee

Associate

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Overview

James McGehee is a litigator who has tried more than two dozen cases in state and federal courts. He advises and represents clients in a wide range of employment matters, including discrimination, harassment, retaliation, failure to accommodate, and unfair competition. His practice also includes defending employers against administrative proceedings in the emerging area of artificial intelligence and assisting clients with Department of Labor investigations and other military leave issues under the Uniformed Services Employment and Reemployment Rights Act. In addition, he has advised the U.S. Senate Health, Education, Labor and Pensions Committee staff on employment-related topics. In the field of traditional labor law, he has experience defending against unfair labor practice charges and navigating the complexities of the Railway Labor Act.

Prior to joining Littler, James served as a captain and judge advocate in the United States Air Force. During more than four years on active duty, his duties included advising military and civilian leadership in the Department of Defense on a variety of human resources matters and advising the Joint Artificial Intelligence Center on the use of AI technology. He also represented victims of sexual assault and other serious crimes in courts-martial. Before joining the Air Force, James gained significant trial experience as a deputy district attorney in Colorado's Fourth Judicial District (Colorado Springs) and served as a law clerk to the Hon. U.S. Magistrate Judge Walter Johnson for the Northern District of Georgia. In law school, he was an articles editor for the *Georgia Law Review*.

Education

J.D., University of Georgia School of Law, 2013, *cum laude*
B.A., Providence College, 2008, *magna cum laude*

Bar Admissions

Texas

Colorado

Courts

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

Publications & Press

DOD Imposes New Requirements for Employers Participating in SkillBridge Military Internship Program

Littler ASAP

September 23, 2024

The Risks Of Employee Political Discourse On Social Media

Law360

September 12, 2024

Politics in the Workplace and the Risks of Social Media

Littler Insight

September 10, 2024

Service Member and Veteran Employment Protections for a New Era of Global Conflict

The National Law Journal

July 15, 2024

AI and the Labor & Employment Law Landscape

Headnotes, Dallas Bar Association

July 2024

AI and the Labor & Employment Law Landscape

Dallas Bar Association Headnotes

July 1, 2024

What Artificial Intelligence Means for the Construction Workplace

For Construction Pros

April 12, 2024

Build Back Botter: What Artificial Intelligence Means for the Construction Workplace

Littler ASAP

February 29, 2024

Ten reasons employers should pay more attention to USERRA

Westlaw Today

January 29, 2024

Ten Reasons Employers Should Pay More Attention to USERRA

Littler Insight

January 16, 2024

\$2.49 million verdict underscores expansive USERRA protections

Westlaw Today

November 6, 2023

\$2.49 Million Verdict Underscores Expansive USERRA Protections

Littler Insight

October 10, 2023

Speaking Engagements

Understanding AI and Its Impact on the Construction Industry

Associated Builders and Contractors Users Summit, Dallas, TX

May 22, 2024

What Employers Need To Know About USERRA

March 19, 2024

Uniformed Services Employment and Reemployment Rights Act (USERRA) Overview

U.S. Senate Committee on Health, Education, Labor and Pensions (Staff), Washington, DC

February 15, 2024

The Pregnant Workers Fairness Act and the PUMP Act

2023 Texas Advanced Paralegal Seminar

September 27, 2023