

Jeremy W. Hawpe

Office Managing Shareholder

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Focus Areas

Litigation and Trials
Wage and Hour
Unfair Competition and Trade Secrets
Discrimination and Harassment
Policies, Procedures and Handbooks

Overview

As an experienced litigator, Jeremy has successfully tried multiple matters before federal juries in Texas, Arkansas and Oklahoma. His trial experience includes:

- Three multiplaintiff FLSA misclassification cases which resulted in complete defense verdicts from the juries
- A False Claims Act and retaliation case involving a nurse, which resulted in a complete defense verdict
- The successful prosecution of a breach of nonsolicitation agreement involving former agents, including the misappropriation of trade secrets and tortious interference claims, which resulted in a jury award of compensatory and punitive damages
- The prosecution of an unfair competition/noncompete matter, in which the jury found in favor of plaintiff on all counts
- A defamation and breach of contract case in a sale of business dispute
- A national origin harassment case in which he obtained a complete defense verdict from the jury

Other notable successes include:

- Obtained summary judgment in discrimination and retaliation lawsuit involving a charter school, which was affirmed by the Fifth Circuit Court of Appeals
- Obtained summary judgment in a FMLA retaliation lawsuit

- Defended a large multifamily housing company against allegations of misclassification and “off the clock” work by obtaining decertification of nationwide collective action
- Prevailed in arbitration against claims of FMLA retaliation and disability discrimination
- Obtained summary judgment in race discrimination case against a nationwide retailer, which was affirmed by the Fifth Circuit Court of Appeals
- Obtained summary judgment in ERISA retaliation and age discrimination claim asserted against healthcare manufacturer
- Successfully negotiated resolution of age discrimination lawsuit brought by Equal Employment Opportunity Commission

Jeremy advises and represents employers in the infrastructure, health care, insurance, staffing, and transportation industries in a broad range of employment law matters. Jeremy also vigorously represents employers in defending cases filed in federal and state courts. Jeremy’s representation extends to proceedings before administrative agencies, such as the Equal Employment Opportunity Commission, the Texas Workforce Commission, and the Department of Labor. He has specific experience with matters involving:

- The Fair Labor Standards Act
- The Texas Covenant Not to Compete Act
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- State antidiscrimination statutes

He also assists clients with unfair competition issues, discrimination and harassment claims, and federal and state wage and hour audits.

Jeremy serves as Office Managing Shareholder of Littler's Dallas and Fayetteville offices, as well as a member of Littler’s Board of Directors. Jeremy is also the co-chair of Littler PRIDE, the firm’s LGBTQ affinity group.

Jeremy was also the prior co-chair of Dallas’ Black Tie Dinner, the nation’s largest fundraising dinner for the LGBTQ community. To date, Black Tie Dinner has distributed more than \$28 million to a variety of organizations serving the LGBTQ community.

Jeremy is board certified in labor and employment law by the Texas Board of Legal Specialization. Prior to joining Littler in 2005, Jeremy was a judicial law clerk to the Hon. George P. Kazen, U.S. District Court, Southern District of Texas.

**Not licensed to practice law in Arkansas. Acting only in the capacity of a management role.*

Recognition

- Named, The Best Lawyers in America®, 2023-2025

Education

J.D., University of Texas School of Law, 2004, *With Honors*

B.A., Texas A&M University, 2001

Bar Admissions

Texas

Courts

U.S. Supreme Court

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

Publications & Press

Littler's Jeremy Hawpe Appointed as Office Managing Shareholder in Dallas and Fayetteville

Littler Press Release

November 16, 2022

Littler Earns Top Score in Human Rights Campaign Foundation's 2022 Corporate Equality Index

Littler Press Release

January 27, 2022

Littler Names Jeremy Hawpe as Pride Affinity Group Co-Chair

Littler Press Release

June 3, 2021

Littler Appoints New Chair and Elects Four New Members to 2020 Board of Directors

Littler Press Release

January 28, 2020

Labor of Law: Wage and Hour Woes. Diversity Scrutinized. Sexual Harassment Dos and Don'ts

Law.com

November 30, 2017

Fifth Circuit Rules on Tip Pooling

Littler Insight

September 3, 2015

Littler Obtains Complete Defense Verdict on Behalf of Lindsey Management Co., Inc. In FLSA Misclassification Suit

Littler Press Release

October 2, 2014

Fifth Circuit: Employee Who Violated Noncompete Portion of ERISA Plan Not Entitled to Benefits

Littler ASAP

January 24, 2014

The New Face of Discrimination: Increasing Government Regulations and Three Practical Suggestions For How to Deal with Them

Inside Counsel

May 21, 2012

Four Tips to Help Managers Avoid Employment Litigation: How to Avoid Litigation Landmines Around the Workplace

Inside Counsel

May 7, 2012

The Perils of Using Unpaid Interns: Free Labor May End Up Costing Your Company Dearly

Inside Counsel

April 23, 2012

Five Things to Consider Before Drafting a Noncompete Agreement: How to Craft an Agreement That Protects Your Company and is Enforceable

Inside Counsel

April 9, 2012

Creating and Implementing an Effective Ethics and Compliance Program: One Size Does Not Fit All When it Comes to Compliance Policies

Inside Counsel

March 26, 2012

An Effective Compliance Policy Can Be the Cheapest Insurance a Company Can Buy: Federal Sentencing Guidelines are Harsher for Companies Without Compliance Policies

Inside Counsel

March 12, 2012

Texas Firm Claims Office Manager Misappropriated Trade Secrets

Littler ASAP

February 10, 2012

Littler Rings in New Year with New Shareholders: Leading Labor and Employment Firm Elevates 13 Associates

January 4, 2012

Why Ethics Training Is the Cheapest Insurance Policy

Dallas Bar Association

September 1, 2010

Gratz v. Grutter: Lessons for Pursuing Diversity in the Workplace

Oklahoma City Law Review

2004

Speaking Engagements

2024 Houston Regional Employer Conference

Houston, TX

September 26, 2024

2024 Dallas Regional Employer Conference

Dallas, TX

August 1, 2024

Benchmarking Settlement Techniques and Strategies

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

2023 Texas Webinar Series - Session 1

January 19, 2023

Who Wants to Be a Lawionaire?

Littler Executive Employer Conference

May 5, 2022

Proactively Manage Your Workforce - Or Face the Consequences if You Don't

Argentum Senior Living Executive Conference, San Antonio, TX
April 16, 2019

Timely Talk About Wage and Hour Law: Wage and Hour Mistakes Companies Still Make and What to Do About Them

November 29, 2017

Employment Law Update

Dallas, TX
July 20, 2017

Employment Law Update

Dallas Bar Association's Corporate Counsel Section, Dallas, TX
June 8, 2017

Privacy Concerns in Today's Technology-Based Workplace

May 11, 2017

New Developments and Future Challenges

Out & Equal Workplace Summit
2016

Labor Trends and Challenges Within the Restaurant Industry

NCR Synergy 2016, Dallas, TX
August 2016

Workplace Violence Prevention in the Age of the "Active Shooter"

TAB Employee Relations Summit, San Antonio, TX
July 21, 2016

2016 Employment Law Update

Dallas, TX
June 30, 2016

2016 Employment Law Update

Dallas, TX
June 8, 2016

Top Five Trends in Employment Litigation

Texas Center for the Judiciary
2016

Balancing Religious, Disability and Transgender Accommodations in the Workplace

Out & Equal Workplace Summit

2015

Privacy and the Internet

26th Annual Labor & Employment Law Institute

2015

Employment Law Update

Dallas, TX

June 13, 2013