

## Joseph Buller

Associate

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## Focus Areas

Unfair Competition and Trade Secrets

Wage and Hour

Contractors, Staffing and Contingent Workers

Litigation and Trials

Policies, Procedures and Handbooks

## Overview

Joseph Buller advises employers on a broad range of employment matters. He is both a seasoned litigator and experienced counselor to his clients.

As a litigator, Jay routinely handles unfair competition disputes, representing both plaintiffs and defendants in cases regarding noncompetition/nonsolicitation agreements and misappropriation of trade secrets, frequently seeking and defending against requests for preliminary and emergency injunctive relief. He also defends clients against wage and hour claims, including class and collective actions under the Fair Labor Standards Act (FLSA) and Federal Rule of Civil Procedure 23. Jay appears regularly in court and before the Equal Employment Opportunity Commission (EEOC) and Texas Workforce Commission. He defends against claims of discrimination, retaliation, and harassment under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), Family and Medical Leave Act (FMLA), and state employment laws.

As a counselor, Jay drafts and revises corporate policies and employee handbooks. He offers guidance on hiring and terminations, data protection and privacy issues, and responses to employee complaints. To help avoid litigation for his clients, Jay leads internal investigations and frequently negotiates presuit resolutions to a wide variety of employee disputes.

## Education

J.D., Emory University School of Law, 2008, *With Honors*

B.S., Louisiana State University, 2004

## Bar Admissions

Texas

Georgia

## Courts

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Georgia

U.S. District Court, Eastern District of Arkansas

## Speaking Engagements

### **2024 Houston Regional Employer Conference**

Houston, TX

September 26, 2024

### **2023 Houston Regional Employer Conference**

Houston, TX

October 18, 2023