

Sherry L. Travers

Shareholder

Co-Chair, Healthcare Industry Group

2001 Ross Avenue

Suite 1500

Dallas, TX 75201

main: (214) 880-8100

direct: (214) 880-8148

fax: (214) 880-0181

stravers@littler.com



Focus Areas

Whistleblowing, Compliance and Investigations

Discrimination and Harassment

Wage and Hour

Background Checks

Privacy and Data Security

Home Health and Home Care

Overview

Sherry L. Travers has extensive experience litigating and consulting on behalf of management regarding a variety of labor and employment topics. Appearing in state and federal courts in Texas and before administrative agencies such as the Equal Employment Opportunity Commission, the Department of Labor and the Texas Workforce Commission, she has represented and counseled employers regarding numerous labor and employment issues. She also routinely handles matters involving:

- Whistleblowing and retaliation
- Employment screening
- Discrimination and harassment
- Unfair competition
- Compensation
- Privacy and data protection

Sherry represents employers in many industries, including healthcare, construction, energy, food service, hospitality, property management, contingent staffing, financial services, engineering, transportation, technology, retail and

automotive employers. Sherry has also represented several public educational institutions throughout Texas in a variety of employment and civil rights disputes.

Sherry regularly advises and consults with clients about human resource policies and procedures. She conducts sensitive, internal investigations regarding discrimination, harassment, whistleblower and retaliation complaints and provides management training on various employment-related topics.

Sherry is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. She serves as the firm's liaison to the Dallas Regional Chamber of Commerce. Additionally, she is the business development team leader for the Dallas office.

Professional and Community Affiliations

- Member and Former Chair, Labor and Employment Law Section, Dallas Bar Association
- Member, Labor and Employment Law Section, State Bar of Texas
- Member, Labor and Employment Law Section, American Bar Association
- Member, International Association of Privacy Professionals
- Member, Board of Advisors, Dallas Regional Chamber
- Director, Board of Directors, Leadership Dallas Alumni Association, Dallas Regional Chamber
- Co-Chair, Governance Committee, Leadership Dallas Alumni Association, Dallas Regional Chamber
- Director, Board of Directors, American Red Cross

Recognition

- Named, The Best Lawyers in America®, 2016-2025
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Recipient, Class Representative Outstanding Service Award, Dallas Regional Chamber, *Leadership Dallas Alumni Association*, 2014

Education

LL.M., Georgetown University Law Center

J.D., Gonzaga University School of Law, *magna cum laude*

B.A., Indiana University of Pennsylvania, *magna cum laude*

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit
U.S. District Court, Eastern District of Texas
U.S. District Court, Southern District of Texas
U.S. District Court, Northern District of Texas
U.S. District Court, Western District of Texas

Publications & Press

Supreme Court: False Claims Act Liability Depends on Defendant's Subjective Belief

Littler ASAP

June 7, 2023

CMS Withdraws COVID-19 Vaccine Mandate

Littler ASAP

June 6, 2023

CMS Plans to Unwind Mandatory COVID-19 Vaccination Requirement for Healthcare Employers

Littler ASAP

May 11, 2023

Fifth Circuit Reverses Denial of Preliminary Injunction in Vaccine Mandate Case

Littler ASAP

February 18, 2022

CMS Vaccine Mandate Blocked Nationwide

Littler Insight

December 2, 2021

CMS Issues Broad COVID-19 Vaccine Requirements for Healthcare Employers

Littler Insight

November 4, 2021

Texas Governor Abbott Bars Employers and Individuals from Compelling COVID-19 Vaccines

Littler ASAP

October 12, 2021

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

Littler Press Release

August 19, 2021

Texas: Mask On, Mask Off, Mask On...

Littler ASAP

August 16, 2021

Texas Governor Abbott Signs New Order Aimed at Bringing Uniformity to the State's COVID-19 Response

Littler ASAP

August 2, 2021

Texas Enacts New COVID-19 Liability Protection Law

Littler ASAP

June 17, 2021

Texas Governor Fully Re-Opens Texas

Littler ASAP

March 3, 2021

Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Texas Governor Mandates Face Coverings Statewide

Littler ASAP

July 5, 2020

The Texas Reopening Two-Step: The Governor First Pauses Reopening, Then Takes a Step Back with New Restrictions

Littler ASAP

June 26, 2020

New Mask Requirements in Texas

Littler ASAP

June 20, 2020

The Open Texas Plan: Phase 3 of the Governor's COVID-19 Reopening Plan

Littler ASAP

June 10, 2020

The Open Texas Plan: Expanding Phase 2 of the Governor's COVID-19 Reopening Plan

Littler ASAP

May 26, 2020

The Open Texas Plan: Phase 2 of the Governor’s COVID-19 Reopening Plan

Littler ASAP

May 6, 2020

The Open Texas Plan: A State and Local Update

Littler ASAP

May 1, 2020

Texas Stay Home Orders: A State and Local Update

Littler Insight

April 9, 2020

Y’all Stay Home: Tarrant County, Texas Announces Stay-At-Home Order

Littler ASAP

March 26, 2020

Breaking Rank: Collin County, Texas Issues “All Businesses Are Essential” Order

Littler ASAP

March 24, 2020

Denton County, Texas Issues “Stay At Home” Order Effective March 24, 2020

Littler ASAP

March 24, 2020

Dallas County, Texas Issues “Stay Home Stay Safe” Order, Effective March 23

Littler ASAP

March 23, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Labor and Employment Issues Facing the Healthcare Industry

Littler Report

July 11, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Trends and Obstacles in the Power Industry Workforce

Power Magazine

July 1, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Commenting on Past Employee Behavior Is Thorny Issue

Healthcare Risk Management

April 1, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Labor & Employment Issues Facing the Healthcare Industry

Littler Report

April 12, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Littler's Sherry L. Travers Honored by the Dallas Regional Chamber's Leadership Dallas Alumni Association

Littler Press Release

February 9, 2015

Assessing the Affordable Care Act's Impact on Third-Party Staffing Arrangements

Legs & Regs Advisor

Q4 2014

California Employers Jointly Liable with Labor Contractors for Wage and Workers' Compensation Violations

Legs & Regs Advisor

Q4 2014

Preserving the Independent Contractor Status of Locum Tenens Physicians

Legs & Regs Advisor

Q3 2014

NLRB General Counsel Proposes New Joint Employer Standard

Legs & Regs Advisor

Q2 2014

President Obama Signs Executive Order Banning Federal Contractor LGBT Discrimination

Legs & Regs Advisor

Q2 2014

Reducing Negligent Hiring and Retention Risks for Healthcare Employers

HireRight White Paper

September 2013

The Flurry of New Employment Laws Regulating the Use of Criminal Records Continues with Expanded Restrictions in Indiana, North Carolina, Texas, and Buffalo, New York

Littler Insight

June 7, 2013

Illegal Workers Can Recover Lost Wages for Texas Tort Claims

Littler Insight

February 13, 2013

Nurses in Texas May Refuse to Work Mandatory Overtime

Littler ASAP

July 2, 2009

Employers' USERRA Obligations

Workplace Investigations and the Fair Credit Reporting Act

Employer Monitoring of Employees' Electronic Communications

Employers and the FTC's Consumer Information Disposal Rule

EEOC Disability Guidance Regarding Cancer

Timekeeping Policies and Pay Deductions for Exempt Employees

Department of Labor Rules Regarding Military Service

Mandatory Overtime Prohibited for Texas Nurses

Speaking Engagements

Healthcare Roundtable: Top Issues Facing Healthcare Employers in 2024

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

2023 Update on False Claims Act Risks for Healthcare Employers

November 14, 2023

A Texas-Size Legislative, Regulatory and Judicial Round-Up

September 26, 2023

2023 Dallas Regional Employer Conference

Dallas, TX

August 3, 2023

Healthcare Industry Roundtable

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

Healthcare Roundtable: Post COVID? What is Keeping Healthcare Employers Up at Night?

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

The FTC Proposed Noncompete Rule and Its Impact on Home Care

April 11, 2023

Late Night with Littler: A Healthcare Industry Roundtable

Littler Executive Employer Conference

May 4, 2022

Minimizing Your Legal Risk for Whistleblower Claims and Government Investigations

August 3, 2021

Motivating, Maintaining and Improving Employee Performance

Client Webinar

December 2, 2020

Conducting Lawful Workplace Investigations

Client Webinar

September 8, 2020

The Revolving Door of Returning to Work in Texas

Littler 2020 Virtual Texas Employer Conference

August 13, 2020

Managing Positive Employee Relations in a Nonunion Environment

Client Webinar

June 3, 2020

Reopening Texas - Key COVID-19 Considerations and Strategies for Employers

May 13, 2020

Business Restructuring for Employers: From Pay Cuts to Layoffs and Everything In-Between

Dream Team Women's Network webinar

April 23, 2020

Confronting COVID-19: Pandemic Planning for Employers - Present and Future Considerations

Dallas Regional Chamber of Commerce webinar

April 21, 2020

Workplace Pandemic Challenges, Tomorrow Fund Investor Webinar

Dallas Regional Chamber of Commerce

April 9, 2020

Top Pandemic Issues for Employers, Talent Attraction Council Webinar

Dallas Regional Chamber of Commerce

April 8, 2020

Difficult Conversations in Difficult Times Webinar

Dream Team Women's Network

April 7, 2020

Healthcare Employers: Minimizing Your Legal Risk for Whistleblower Claims Under the False Claims Act

March 31, 2020

Managing Wage and Hour Essentials

Client Webinar

March 10, 2020

Are Your Workers Employees or Contractors: Minimizing Your Legal Risk for Misclassified Workers

Association of Professional Women in Construction's Good to Know Series

February 28, 2020

Interviewing and Hiring Best Candidates

Client training session/webinar

February 20, 2020

Compensation: Legal Developments, Recent Risk Areas & Proactive Measures

The HR Southwest Conference

October 29, 2019

UTD Immigration and Entrepreneurial Workshop

September 26, 2019

2019 Dallas Regional Employer Conference

Dallas, TX

July 18, 2019

Healthcare Employers: Minimizing Your Legal Risk for Whistleblower Claims under the False Claims Act

April 16, 2019

Human Resources and Employment Matters

Goldman Sachs 10,000 Small Businesses Legal Clinic, Dallas

March 6, 2019

2018 Dallas Employer Conference

Dallas, TX

July 19, 2018

Littler's Ever-Popular Overview of All the Things You Need to Know from Court's, Agencies, and Workplace Trends

Dallas Employer Conference

July 19, 2018

Healthcare Industry Roundtable

The 2018 Executive Employer® Conference

May 2018

Harassment and Discrimination: Is Your Company Prepared? Best Practices to Ensure Your Employees Are Trained and Your Company Is Positioned to Operate in the New World Order

American Corporate Counsel Conference, Dallas, TX

April 27, 2018

Top Employment Law Trends for 2018

American Subcontractors Association, North Texas Chapter, Dallas, TX
March 13, 2018

Start-Ups and Employment Law Risks

Industrious Dallas, Dallas, TX
December 6, 2017

Healthcare Industry Roundtable

May 10, 2017

The Future of Employment and Labor Law: Critical Developments and Future Challenges

Healthcare Law and Compliance Institute - International Performance Management Institute (IPMI), Los Angeles, CA
March 6, 2016

Creative Solutions for Managing Medical Leaves of Absence in the Workplace

Client Webinar
December 16, 2015

Whistleblowers in the Workplace

American Bar Association's Annual Meeting, Chicago, IL
July 31, 2015

Workplace 3.0: Top Employment Law Trends Changing the Workplace

Healthcare Law and Compliance Institute - International Performance Management Institute (IPMI), Ft. Lauderdale, FL
March 2, 2015

Key Employment Law Challenges and Solutions

Professional Liability Conference - BCS Insurance Company, Austin, TX
September 22, 2014

Hiring, Employing & Firing — What In-House Labor & Employment Counsel and HR Executives Need to Know — A Play in Three Acts

Dallas, TX
September 9, 2014

Whistleblowing and Retaliation: Hot Topics and Practice Pointers

Littler Mendelson, Houston, TX
August 14, 2014

Conducting Effective Workplace Investigations

Client Webinar
August 12, 2014

The Commodity Futures Trading Commission's Whistleblower Program

West LegalEdcenter Webinar - Thomson Reuters
July 30, 2014

Navigating Employment Screening Laws

2014 Annual IMAGE Conference - National Association for Health Care Recruiters (NAHCR), Orlando, FL
July 22, 2014

The False Claims Act and Healthcare Employers: When Healthcare Fraud and Employment Laws Collide

West LegalEdcenter Webinar - Thomson Reuters
April 30, 2014

When and How to Discipline or Discharge Employees

Client Webinar
April 15, 2014

Recruiting and Hiring: Best Practices for Healthcare Employers

HireRight Webinar
March 20, 2014

How Employers Can Minimize Their Legal Risk for Negligent Hiring and Retention Claims

Healthcare Law and Compliance Institute - International Performance Management Institute (IPMI), Jacksonville, FL
March 1, 2014

Navigating Employment Screening Laws and Regulations in the Healthcare Industry

Client Webinar
February 20, 2014

Avoiding Wage and Hour Liability: How to Minimize Your Legal Risk

Dallas, TX
October 17, 2013

Critical Changes to the Labor Landscape in Latin America and the Implications for U.S. Employers

Dallas, TX
April 4, 2013

Texas Healthcare Summit

Dallas, TX

December 13, 2012

The EEOC's New Guidance Regarding Employment Background Checks

International Food Distributors Association, Dallas, TX

July 12, 2012

The ADAAA Final Regulations, EEOC Enforcement Initiatives and GINA

Dallas, TX

April 12, 2011

Mastering the New FMLA Regulations

Client Webinar

Employee vs. Independent Contractor: Avoiding Misclassification Landmines

Client Webinar

Are You in Compliance? Minimizing Exposure for Wage and Hour Violations

Annual Meeting of the Minds - ADP, Dallas, TX

Essentials for Conducting Effective Workplace Investigations

Client Presentation, Dallas, TX

Employers Beware! Ten Legal Traps for the Unwary

Client Presentation, Colorado Springs, CO

Compliance with the New ADA Amendments

Client Webinar

Using Arrest and Conviction Records: What Employers Need to Know

Client Webinar

State and Federal Employment Law Update

Dallas - Fort Worth Chapter's Annual In-House Symposium - American Association of Corporate Counsel, Dallas, TX

Wage and Hour Issues in the Automotive Industry

Member Seminar, Washington State Automotive Dealers Association

Special Compensation Issues for Texas Healthcare Employers

Client Webinar

Understanding and Implementing the New ADA Regulations

Littler Mendelson Breakfast Briefing, Dallas, TX

The Social Media Survival Guide: Ten Key Issues from the Trenches

Client CLE, Chicago, IL

Reductions in Force: How to Minimize Risk When Downsizing

Client CLE, Dallas, TX

Social Media: Navigating the Legal Perils of a New Electronic Workplace

Out & Equal Workplace Summit, Dallas, TX

Workplace Investigations: Persuasive Report Writing

Client Presentation, Dallas, TX

Get it Right! How to Properly Document Employee Conduct and Performance Issues

Client Webinar