

HENRY H. ROBINSON Of Counsel

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Fort Worth



BIOGRAPHY

Henry H. Robinson counsels and represents clients in all areas of labor and employment law and healthcare law. Clients value his advice and abilities in and out of the courtroom. He is listed among the Texas Super Lawyers in *Texas Monthly* magazine and in *The Best Lawyers in America*®.

Mr. Robinson has extensive labor and employment experience in diverse industries such as transportation, retail, oil and gas, banking, finance, telecommunications, health care, technology, manufacturing and sales. His experience includes single-plaintiff and multi-plaintiff litigation, as well as class actions and collective actions. He has handled litigation before federal and state forums in Texas and many other states and before a host of arbitration forums.

Mr. Robinson counsels clients on employment practices and policies designed to avoid potential problems and minimize risks. When an issue exists, he identifies options and their respective advantages and disadvantages. In litigation, he gives personal attention at all phases: discovery, motion practice, summary proceedings, settlement negotiations and mediation, trial and appeal.

Mr. Robinson's experience includes assisting clients on the following:

- Discrimination, harassment and retaliation issues
- Wrongful termination issues
- Family leave issues
- Wage and hour issues
- Covenants not to compete and confidentiality and trade secret issues
- Fiduciary duty issues
- Employment agreement issues
- Workplace violence issues
- Whistleblower issues
- Constitutional issues
- Tortious interference, conspiracy, negligence and defamation issues
- Preventative union programs
- Union organizing issues
- Unfair labor practices
- Union-management negotiations
- Executive Order 11246, equal opportunity clauses, and compliance issues
- Medicare/Medicaid fraud investigations

- False Claims Act issues
- Medicare Compliance Programs
- Employment Discontinuation
- Post-employment obligations

Before entering private practice, Mr. Robinson worked as an in-house attorney for a labor union and has taught labor law, industrial relations and organizational behavior. In addition to his current practice, he is a speaker on labor and employment law issues and health care reform. Before entering the practice of law, Mr. Robinson served in the United States Army (Intelligence) in Vietnam and was awarded the Bronze Star and other medals.

AFFILIATIONS AND HONORS

AFFILIATIONS

- Texas Bar Foundation, Fellow

HONORS

- Listed in *The Best Lawyers in America*®, 2001-2021
- Named Dallas/Fort Worth Labor Law-Union Lawyer of the Year, *Best Lawyers*®, 2021
- Top Attorney in Health Care Law, *360 West* magazine, 2018-2020
- Texas Super Lawyers, Thomson Reuters, 2003-2020
- Top Attorney in Labor and Employment Law, *360 West* magazine, 2017-2019
- Top Attorney, *Fort Worth, Texas* magazine, 2014-2018

EDUCATION

- Cornell University, Masters in Industrial and Labor Relations, 1975
- Cornell Law School, J.D., 1974
- The University of North Carolina, A.B., 1969

ADMISSIONS

- State Bar of Texas, 1975
- U.S. Court of Appeals, Fifth Circuit
- U.S. District Court, Western District of Texas
- 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. Supreme Court

SPEECHES & PUBLICATIONS

- Author, "How Employers and Employees May Minimize Current Fiduciary Risks Under ERISA," *Employee Relations Law Journal* Vol. 44, No. 4 (Spring 2019) [Part 1] and Vol. 45, No. 1 (Summer 2019) [Part 2]
- Author and Speaker, "ERISA's Fiduciary Rules and How to Avoid Violations," AmeriBen's 50th Annual Leadership Conference (Sep. 26-28, 2018)
- Author, "Guide to Tailoring Interactive Processes to Initial and Supplemental Requests for Leaves of Absence," *The Employee Relations Law Journal* (Vol. 43, No. 2, Autumn 2017)
- Speaker, "Will the Affordable Care Act Live or Die?" at the 2017 CareFlite Emergency Care Update Conference (May 23, 2017)

- Author, "Applying NLRA Section 7 to Company Policies and Related Discipline," Labor Law Journal (Vol. 66, Issue 2, Summer 2015)
- Author and Speaker, "Health Care Litigation Overview," The Texas State Bar "Soaking Up Some CLE 2014" conference, May 15-16, 2014
- Author, "Legal Implications of the Individual Mandate," Fort Worth Business Press, October, 13, 2013.
- Author, "The Affordable Care Act's New Retaliation Claims," Fort Worth Business Press, July 29, 2013 issue.
- Author and Speaker, "The Calm Before the Storm"; an update on the impact of Health Care Reform, at the 2013 CareFlite Emergency Care Update Conference, May 20, 2013
- Author, "Let's Get Serious About Health Care Reform," 2012
- Author, "How Employers Can Respond to Employee Use of Technology and Social Media,"
- Author, "Employers and Health Care Reform," 2012
- Author, "Don't Overlook Downturn's Hidden Costs," 2010
- Author, "Supreme Court Sparks Revival of Non-Competes," 2006
- Author, "Employment Implications of Sarbanes-Oxley," 2004
- Author, "Why Corporate Reorganizations Fail or Succeed," 2002
- Co-Author, "The Legal Side of Strategic Keys to Successful Reorganizations," 2002
- Author and Speaker, "What is the Meaning of the 'At-Will' Rule and What Are Its Limits?," 2001
- Author and Speaker, "Successful Navigation Through the Waterways of Multiple Affirmative Action Programs and OFCCP Regulatory Requirements," 2001
- Author and Speaker, "Exceptions to the Employment At-Will Doctrine in Texas," 2001
- Author and Speaker, "A Simple Roadmap to the Intersections of Employment and Environmental Regulations," 1996 (co-author)
- Author and Speaker, "Employment Discrimination and Harassment," 1995
- Author and Speaker, "Texas Labor and Employment Law," 1992
- Author and Speaker, "New and Emerging Issues in Employment Law," 1991
- Author and Speaker, "Wrongful Discharge and Work-Related Torts," 1991
- Author and Speaker, "Employment Law in Texas: Employment At-Will, Negligence, and Employer Liability, Drug Testing, and Other Emerging Areas of Liability," 1989
- Author, "Employee Polygraph Protection Act of 1988: An Overview," 1989
- Author, "Workers Compensation and Unemployment Compensation," 1986
- Author and Speaker, "Legislation: What Did Pass, What Didn't, What May," 1986
- Co-Author, "Companies Must Cope with Ledbetter Fair Pay Act," Fort Worth Business Press, April 13, 2009
- Co-Author, "Don't Overlook Downturn's Hidden Costs," Fort Worth Business Press, November 17, 2008
- Author, "Negotiability in the Federal Sector" (220 pages) Cornell/American Arbitration Assn. (1st printing 1981, 2nd printing 1983)
- Co-Author, "Report of the Committee on Federal Service Labor-Management Relations Law," Section of Labor and Employment Law, 1982 ABA Committee Reports, Vol. II, p. 75
- Author, "Challenges for Federal Sector Arbitration," 4 Federal Service Labor Relations Review 30, Fall 1981