



SHEILA GLADSTONE

Employment Law Practice Group - Chair

(512) 322-5863

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Sheila Gladstone heads the firm's Labor and Employment Practice Group and assists public and private sector employers with all aspects of labor and employment law. Her practice focuses on counseling employers on the legal issues involved in personnel decisions, auditing employment practices for legal compliance, assisting with strategic decisions that affect personnel, conducting internal investigations of employee complaints, reviewing policies, conducting management training, defending employers in administrative proceedings, investigating and negotiating demands, and working with trial lawyers on employment law issues throughout the litigation process. She is a frequent speaker and published author on employment-related issues.



AREAS OF PRACTICE

- Employment Law
- Business Services

REPRESENTATIVE EXPERIENCE

- Advising and counseling public and private sector employers on personnel decisions and strategy
- Conducting workplace investigations, including ethics violations and complaints of sexual harassment and unlawful discrimination
- Auditing management practices, personnel forms, policies and procedures, and providing legal interpretations on employment-related matters
- Drafting and reviewing personnel policies, forms, agreements, and affirmative action plans
- Responding to demand letters, including investigating claims, advising, and negotiating on behalf of employers
- Conducting training on employment law, workplace harassment, investigations, ethics, litigation and union avoidance and good management practices.
- Working with and advising trial lawyers in employment litigation and appeals.
- Representing employers before government agencies such as the Equal Employment Opportunity Commission (EEOC), the Texas Commission on Human Rights (TCHR), the Wage and Hour Board, the National Labor Relations Board, the Office of Federal Contract Compliance Programs (OFCCP), the Texas Workforce Commission, and local civil service boards. Representation includes preparing position statements, handling audits, negotiating at mediations and conciliation hearings, and defending employers at agency hearings..

PROFESSIONAL LICENSES AND EDUCATION

- Admitted to State Bar of Texas 1988
- J.D., University of Arizona College of Law, 1987
- B.A., University of Arizona, 1983
- Licensed to practice before state and federal courts in Texas

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

- Texas Bar Association
- Austin Bar Association
 - Employment Law Section
- American Bar Association
 - Employment Law Section

PUBLICATIONS AND PRESENTATIONS

- "Federal Benefits Update: 2010" Presented to AHRMA's Benefits Blitz, March 2010
 - "Top Ten Employment Mistakes Managers Make That Get Plaintiff's Lawyer's Really Excited" (Keynote address), Presented to Texas CPAs' 2008 Energy Conference, 2008
 - "Veterans Rights 2008: The Soldiers are Coming Home and the Charges are Coming In," Presented to the Austin Bar Association, 2008
 - "You're Fired! A Case Study on Wrongful Discharge," Presented to the Texas County Management Institute Annual Conference, 2008
 - "The Ins and Outs of the Texas Public Information Act," Presented to the League of Women Voters, 2008
 - "Retaliation: The Hottest of the Hot Topics," Presented to the Texas State Human Resources Association, 2008
 - "Human Resources Laws Unique to the Public Sector," Presented to the Texas Municipal Human Resources Association's "Nuts and Bolts Annual Conference," 2008
 - "Screening, Interviewing and Hiring Employees Legally and Effectively," Presented to the Texas Chief Probation Officers' Conference, 2007
 - "Drugs, Sex, and Videotape: Top Ten Conflicts Between Employee Privacy and Workplace Realities," Presented to the Texas State Telephone Cooperatives Institute, 2006
 - "Wage and Hour: Real Problems/Real Solutions," Presented to the American Payroll Association, 2006
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