



BARBARA GARDNER
Gardner Employment Law
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SUMMARY OVERVIEW

As interviewed on Houston's Fox 26 TV News, expert in employment law. Represents professionals to solve employment problems. Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization. Extensive experience as a speaker and guest lecturer on legal matters. Tried lawsuits and handled appeals for 30+ years.

EDUCATION:

- J.D. – South Texas College of Law, number one in law school class
- B.A. – University of Colorado, Psychology Degree
- B.A. – University of Houston, Music Degree

ACCOMPLISHMENTS:

- Graduated number one in law school class
- Among "Women Leaders in Law," Martindale Hubbell, 2019-2020
- "Best Lawyers in America" (Employment Law), 2007–2020
- "Texas Super Lawyers," 2007–2020
- Among "Best Women Lawyers," Best Lawyers Business Edition, 2018
- Among "Top Attorneys in Texas," Texas Monthly, 2019
- Among "Top Rated Litigators," Martindale Hubbell, 2019
- Among "Top Rated Labor & Employment Lawyers," Corporate Counsel Magazine, 2019
- Among "Texas's Top Rated Lawyers," Martindale Hubbell, 2018-2019
- Chosen as one of "Best Law Firms" in US News & World Report 2017, 2018
- "Highest Possible Rating" in Legal Ability & Ethical Standards by Judiciary & Bar members, Martindale Hubbell, 2016
- Among "The Best Women Lawyers in Texas," 2013-2016
- "Women Leaders in the Law," Fortune Magazine 2015
- "Top-Rated Lawyers in Labor & Employment," Fortune Magazine 2013
- "Top 100 Trial Lawyers in Texas" 2012
- "Top Lawyers," Corporate Counsel, 2008-2011
- "Houston's Top Lawyers," 2006, 2007, 2011
- Board Certified in Labor & Employment Law by Texas Board of Legal Specialization
- AV-Preeminent rating by peers in Martindale Hubbell
- Former Partner & Head of Employment Law Section of Lam, Lyn & Philip
- A founding principal and partner of Tucker, Vaughan, Gardner & Barnes
- Judicial Law Clerk for Hon. Carl Bue, United States District Judge

PROFESSIONAL EXPERIENCE:

Gardner Employment Law: January 2015 – current; consultation in employment law

Lam, Lyn & Philip, PC: March 2013 – December 2014; partner and established employment law section

Tucker, Vaughan, Gardner & Barnes, 8 ½ years, founding principal and shareholder. Trial work and consultation in employment law, personal injury and commercial litigation

The Gardner Law Firm - 4 years, trial work and consultation in employment law, insurance, personal injury and commercial litigation

Popham Law Firm, Kansas City, Missouri - 5 years, trial work in employment law and personal injury cases

Mandell & Wright, P.C., Partner and Shareholder - 9 years, trial work, mediation and consultation in employment law, personal injury, maritime and commercial litigation

Bracewell & Patterson, Associate - 2 years, commercial litigation, personal injury defense and employment law

Judicial Clerk – Honorable Carl O. Bue, Jr., United States District Court - 2 years, extensive research and writing on varied subjects, drafting orders for the court, observing trials almost daily

Adjunct Professor of Law, University of Houston Law Center - 4 years, trial advocacy course for third-year law students

PROFESSIONAL ASSOCIATIONS & POSITIONS HELD:

- College of the State Bar of Texas, Fellow Status
- State Bar of Texas
- Fellow of the Texas Bar Foundation
- Houston Bar Association
 - Executive Council, Employment Law Section
 - Administration of Justice
 - Campaign for the Homeless
 - Bar Poll
 - Membership & Benefits
 - Pictorial Roster
 - Speakers Bureau

PROFESSIONAL ASSOCIATIONS:

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- National Employment Law Association
- Texas Employment Law Association
- Houston Employment Law Association
- West Houston Chamber of Commerce
- National Organization of Women
- Houston Association of Women Attorneys
 - Chair: Legislative Action Committee 2009-2010
 - Member: Judicial Screening Committee 2007-2010
 - Co-Chair: Judicial Reception Committee 2008-2009
 - Chair: Public Relations Committee 2007-2008
- Texas Women Lawyers
- Federation of Houston Professional Women
- Great Houston Women's Chamber of Commerce
- Women in Real Estate and Finance
- National Association of Women Business Owners
- South Texas College of Law Alumni Association
- Audubon Society

COMMUNITY SERVICE:

- Board Member of Spring Branch Family Development Center - assisting Hispanic families in education, school supplies, scholarships, healthcare, family development, after-school care, and other vital needs.
- Houston Food Bank – working in food preparation department for delivery to families in time of need.
- Rotary projects – preparing medical supplies to ship overseas to countries without adequate healthcare, collecting and delivering glasses to underprivileged persons with poor eyesight, supporting Rotary efforts to eradicate polio worldwide.

LAW-RELATED SPEECHES AND PUBLICATIONS:

Panel Discussion: "Tips and Traps in Legal Hiring," Houston Bar Association, May 2019

Speech: "Sexual Harassment and the 'Me Too' Movement," Houston Paralegals Association Annual Conference, April 2018

Speech: "Strategies in Handling Employment Cases," Houston Top Trial Lawyers Seminar, May 2014

Speech: "How to Develop Your Pre-Trial Strategy to Win Your Trial and Protect if Appealed" Presidents' Personal Injury Trial Attorney Seminar, September 2013.

Speech: "Running for Election in Texas," West Houston Chamber of Commerce, May 2013

Speech: "What Lawyers Like and Don't Like About Mediators," panel member for Annual Conference on ADR, ADR Section of Houston Bar Assn., May 2013

Speech: "More Women Elected: The Good News and the Bad News," National Association of Women Business Owners, Houston Chapter, December 2012

Speech: "The Art of Hiring & Firing," Houston Bar Association, August 2011

Speech: "Discovery Update," Employment Law Section Meeting, State Bar, Dallas, January 2010

Publication: "Profits for Solo-Small Law Firms," *Houston Bar Journal*, December 2009

Speech: "Women: Winning in the Workplace," American Business Women's Association, July 2009

Speech: "Evaluating an Employment Case," University of Houston Law Foundation, May 2009

Speech: "The Art of Hiring and Firing," State Bar of Texas, Law Practice Management Course, Houston, February 2009

Speech: "Harassment, Sexual and Otherwise," University of Houston Law Foundation, December 2008

Speech: "Dealing with the Top Dogs: A Lawyer's Guidance," South Texas College of Law Employment Law Conference, July 2008

Speech: "Disclaimers, Retainers, Fee Agreements, and Circular 230," State Bar of Texas, Law Practice Management Course, Dallas, May 2008

Speech: "Recent Developments in Discrimination Law: Age, Gender, Race, Etc., and Newer Issues from Body Art to Lifestyles," University of Houston Law Foundation, December 2007

Paper: "Opening Statement - Getting the Jury's Attention," Cutting-Edge Employment Law Strategies, October 4-5, 2007

Speech: "Race, Sex & Religious Discrimination: Developments in the Law," University of Houston Law Foundation, April 2006

Speech: "Five Keys to Employment Contracts," South Texas College of Law Annual Employment Law Seminar, July 2005

LAW-RELATED SPEECHES AND PUBLICATIONS:

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Speech: "Race, Sex & Religious Discrimination: Developments in the Law," University of Houston Law Foundation, March 2005

Panel Discussion: "The Biggest Mistakes made by Texas Employers from the Plaintiff's Perspective," 4th Annual Employment Law Symposium, Houston Chapter of the Texas Association of Business, November 18, 2004

Speech: "Practical Aspects of the Whistle Blower's Action under Sarbanes-Oxley," Houston Chapter of the Institute of Internal Auditors, November 8, 2004

Speech: "Truth or Consequences: How to Handle Discrimination Claims," Willowbrook Rotary Club, September 17, 2004

Speech: "Avoiding Problems in the Workplace," Midtown Business Network, June 17, 2004

Speech: "Independent Contractor or Employee?" National Association of Remodelers, May 27, 2004

Speech: "Whistle Blower's Action under Sarbanes Oxley," Association for Women in Computing, May 19, 2004

Speech: "Race & Sex Discrimination: Developments in the Law," University of Houston Law Foundation, April 2004

Speech: "You've Come a Long Way, Baby -- History of Laws on Sex Discrimination," American Business Women's Association, League City Chapter, April 13, 2004

Speech: "When Mediation Fails – A Lawyer's Perspective," Texas Community College Association Annual Convention, February 21, 2004

Speech: "What is Discrimination Really?" American Business Women's Association, Houston Chapter, February 19, 2004

Speech: "Hiring and Firing the Right Way," Willowbrook Rotary Club, February 5, 2004

Speech: "Employment Law Made Easy," National Association of Remodelers, January 29, 2004

Speech: "What Professional Women Need to Know About Employment Law," Women's Chamber of Commerce of Texas, September 2003

Speech: "Race & Sex Discrimination: Developments in the Law," University of Houston Law Foundation, March & April 2003

Speech: "Arbitration: The Trend Away From the Courthouse," Council on Education in Management, February 2003

Speech: "Arbitration: Why Do We Need a Court System?" University of Houston Law Foundation, September 2002

Speech: "Screening Employment Cases," Fort Bend Bar Association Meeting, October 1999

Speech: "Analysis of Dismissal Order in *Jones v. United States & William Clinton*," Practice & Procedure Committee Meeting, Missouri Bar Ass'n, May 1998

LAW-RELATED SPEECHES AND PUBLICATIONS:

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Speech: "ADA Mixed-Motive Analysis: Plaintiff's Perspective," Council on Education in Management, October 27, 1997

Speech: "Sexual Harassment Cases: Interviewing the Judiciary," Kansas City Association of Women Attorneys Annual Seminar, March 4, 1997

Speech: "Wrongful Discharge: Employment Agreements and Covenants" University of Houston Law Foundation, July 24 & August 4, 1994

Speech: "Settlement Strategies & Techniques," Advanced Employment Law Course, State Bar of Texas, December 3, 1993

Speech: "Love American Style or Sexual Harassment"? Labor & Employment Law Seminar, South Texas College of Law, November 1993

Speech: "Warranties Under the DTPA," Consumer & Insurance Law Institute, University of Houston Law Foundation, July 1993

Speech: "Sexual Harassment," Houston Trial Lawyers' Association, March 1993

Speech: "Sexual Harassment – The Plaintiff's Perspective," Houston Bar Association December 1992

Speech: "Settlement Strategies & Techniques," Advanced Employment Law Course, State Bar of Texas, November 1992

Publication: "Toxic Torts and Strict Liability," *Houston Bar Journal*, July-August 1992

Publication: "The Amorphous Jones Act Seaman," *Houston Bar Journal*, January 1988

Publication: "Seller's Damages Under the UCC: Refinement by Nobs Chemical," 21 *South Texas Law Journal* 249

Publication: "Article 5236f: An Interpretation of the New Texas Landlord and Tenant Act," 20 *South Texas Law Journal* 343