

Julia Gannaway, Partner

EDUCATION

University of Houston Law Center, Houston, Texas
Juris Doctor, May 1994

Texas A&M University, College Station, Texas
Bachelor of Arts, Economics, 1991

EXPERIENCE

Lynn, Ross & Gannaway, LLP, Fort Worth, Texas
Partner

Represent public and private sector management in all aspects of labor and employment law, including contract interpretation issues, compliance with federal and state discrimination and anti-retaliation laws such as Title VII, FLSA, USERRA, ADA, ADEA, FMLA, and the Texas Whistleblower Act

Litigate complex employment claims, including discrimination and retaliation under Title VII, FLSA, the Texas Human Rights Act and Chapter 451 Texas Labor Code (workers compensation retaliation)

Respond to EEOC, NLRB and the Texas Workforce Commission—Civil Rights Division inquiries and administrative charges

Represent public sector employers in civil service hearings, arbitrations, and appeals

Fort Worth Human Resource Management Association

Speaker, 2004 to Present

- *Internal Investigations*
- *Advanced FLSA*
- *Americans With Disabilities Act*
- *FLSA Update*
- *ADA/ADAAA – What’s Next with the Lew Law and Regulations*

Texas Municipal Human Resources Association,

Speaker, 2004 – Present

- *Privacy and Internet Issues Under the Texas Public Information Act*
- *USERRA and Municipal Civil Service*
- *Personnel Documentation in Municipal Civil Service*
- *USERRA-When Johnny (or Jane) Comes Marching Home*

- *FLSA Update-Focus on Misclassification and Its Consequences*
- *Returning Veterans and Civil Service Implications*
- *FLSA Compliance: Exemption, Overtime Requirement, and Employees*

Texas Association of Counties

Speaker, April 2009

FLSA Update, What the Courts and the DOL Have Said

Brazos County Human Resources Management Association,

Speaker, February 2006

FLSA--Status of White-Collar Regulations--What Employers Should Know