

Daniel N. Ramirez is a Partner in the Firm's Houston office. His primary areas of practice are employment, labor, and immigration compliance matters. He assists clients by advising them on state and federal employment law; human resources issues; prevention and defense of discrimination or employment violations; and drafting employment related agreements and policies to circumvent employee claims. As part of his practice, Mr. Ramirez also has successfully represented employers in a variety of matters in state and federal courts, arbitration, and before governmental agencies.

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Partner

**Practice Areas:**

Immigration  
Employment & Labor  
Law

**Practice Groups:**

Immigration

**Admitted Only In:**

Texas

## EXPERIENCE

- Successfully defended employer in arbitration where an employee alleged race discrimination and claimed \$400,000 in damages
- Managed complex multi-million dollar federal whistle blower (qui tam) litigation from inception to dismissal on behalf of public employer
- Represented employers in complex Department of Labor investigations involving potential million dollar liability and resolving cases in best interests of employers
- Successfully tried to jury verdict lawsuit involving American with Disabilities Act discrimination, gender discrimination under Title VII, and workers' compensation retaliation
- Successfully obtained summary judgment in a lawsuit involving gender and age discrimination under Title VII and Age Discrimination in Employment Act, respectfully
- Successfully defended employers in wage and hour litigation in federal courts by precluding collective actions and minimizing liability
- Successfully defended employer in a sexual harassment and assault case in arbitration
- Implemented non-competition and confidentiality agreements to ensure employer's interests are protected
- Drafted employment policies and arbitration agreements to circumvent collective/class actions in wage and hour lawsuits
- Represented employers during ICE enforcement raids
- Conducted compliance "I-9" audits and training to prevent liability associated with ICE enforcement actions and to eliminate ID fraud of employees

## EDUCATION

- J.D., University of Texas School of Law (2002)
- B.A., University of Texas at El Paso (1998)

**INVOLVEMENTS**

- Admitted to practice: Texas; U.S. District Court, Eastern, Northern, and Southern Districts of Texas; U.S. Court of Appeals, Fifth Circuit
- Board Certified, Texas Board of Legal Specialization (Labor and Employment Law)
- U.S. Navy and Reserves (1993-2001)
- U.S. Navy Meritorious Service Medal (1996-1998)
- Named "Texas Rising Star" (2010)

**SPEAKING ENGAGEMENTS**

- FMLA Changing With The Times (Woodlands, TX)
- Eliminating ID Fraud and Avoiding an ICE Raid (Austin, TX)
- Compliance with Immigration Laws and I-9 Forms (Austin, TX)
- Avoiding Wrongful Discharge Claims, Family and Medical Leave Act Compliance (Houston, TX)
- Sexual Harassment Avoidance (Houston, TX)
- Complying With Wage and Hour Laws (Houston, TX)