



Angelina LaPenotiere
Partner

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"A lot of employment law is common sense. It's all about how you deal with people. But, there are those laws out there that make some things more difficult than common sense would dictate. I work to help employers apply both common sense and the law."

Angelina LaPenotiere is a partner in the Firm's employment section. She practices in both litigation and non-litigation matters.

Ms. LaPenotiere has represented parties in administrative proceedings before the Equal Employment Opportunity Commission, the Texas Commission on Human Rights, and other state agencies charged with enforcement of state laws related to employment discrimination. She also represents parties in state and federal court cases and arbitrations involving commercial litigation and employment matters, including employment discrimination, harassment, and retaliation, wrongful termination claims, and confidentiality and non-compete matters.

Ms. LaPenotiere's non-litigation practice includes the counseling of employers on a variety of matters including the development and implementation of employee policies and procedures, termination questions, wage and hour questions, and a variety of other disciplinary and benefit-related matters. She has also conducted client workshops on sexual harassment and the importance of employee policies, how to make termination decisions that minimize potential liability, and a variety of other employment-related topics.

Representative Matters

Successfully defended transportation carrier in a post-termination arbitration. The three-arbitrator panel found there was "just cause" for the termination under the parties' collective bargaining agreement.

Successfully defended a major telecommunications company in a case filed by the Equal Employment Opportunity Commission on behalf of an employee who claimed she had been demoted on the basis of age discrimination. After a three-day trial the jury found for the company, and the Court entered judgment that the plaintiff should take-nothing against the company.

Represented a national mortgage brokerage firm in a series of inter-related arbitrations with claims of age discrimination, race discrimination, sex discrimination, retaliation, and violations of the Equal Pay Act. After four separate arbitration hearings, all matters resulted in favor of Ms. LaPenotiere's clients.

Education

University of Texas
J.D., 1998

Member: Order of the Barristers, Board of Advocates, American Journal of Criminal Law. Recipient of Niemann Cup for Best Oral Advocate.

Cornell University
B.A., 1990

Admittances

Texas 1998
Texas Supreme Court
U.S. District Courts for the Northern, Southern, Eastern, and Western Districts of Texas
U.S. Court of Appeals for the Fifth Circuit

Associations/Affiliations

Member: Dallas Bar Association; State Bar of Texas; American Bar Association

Member: Labor and Employment Sections of the Dallas, Texas and American Bar Association

Member: Dallas HR, an affiliate of the Society For Human Resource Management

President-Elect: Dallas Hispanic Bar Association

Co-Chair: Dallas Hispanic Bar Association Annual Event Committee, 2010, 2011

Speeches/Publications

How to Hire and Fire in 96 Jurisdictions, Texas Chapter, Multilaw Group (2011).

The ADA Final Regulations: What You Need to Know, Client Presentation (April 2011), and upcoming Dallas Bar Association, Labor and Employment Section, Presentation (June 2011).

Consumer Arbitration Ruling Suggests Employers Can Contract Around Class Arbitrations, Carrington Coleman Employment Law Bulletin (May 2011).

Social Networking Site Use Policy: Part II, Carrington Coleman Employment Law Bulletin (November 2010).

Monitoring Employee Emails, Carrington Coleman Employment Law Bulletin (November 2010).

Cyber Issues in Employment Law, Dallas Bar Association, Labor and Employment Section, Presentation (November 2010).

Department of Labor Clarifies Definition of In Loco Parentis for FMLA Purposes, Carrington Coleman Employment Law Bulletin (June 25, 2010).

Supreme Court Issues Opinion on Limitations Periods in Disparate Impact Cases, Carrington Coleman Employment Law Bulletin (May 26, 2010).

Employers Required to Provide Break Time and Private Place for Nursing Mothers, Carrington Coleman Employment Law Bulletin (May 18, 2010).

Social Networking Site Use Policy, Carrington Coleman Employment Law Bulletin (February 5, 2010).

College Degree Required: Look Out for Scams, Carrington Coleman Employment Law Bulletin (November 12, 2009).

More Changes to FMLA, Carrington Coleman Employment Law Bulletin (November 3, 2009).

Time to Get a New Poster, Carrington Coleman Employment Law Bulletin (October 27, 2009).

Proposed ADA Regulations Will Be Issued This Week, Carrington Coleman Employment Law Bulletin (September 22, 2009).

Change Is Here, More is Coming: Legislative and Regulatory Employment Law Update, Client Presentation (August 2009).

U.S. Supreme Court Rules for White Firefighters in Reverse Discrimination Case, Carrington Coleman Employment Law Bulletin (June 30, 2009).

Employment Eligibility Verification Form, Carrington Coleman Employment Law Bulletin (June 30, 2009).

Supreme Court Rejects Mixed Motives in ADEA Cases, Carrington Coleman Employment Law Bulletin (June 18, 2009).

The 81st Texas Legislature, Carrington Coleman Employment Law Bulletin (June 5, 2009).

EEOC Addresses Caregiver Discrimination, Carrington Coleman Employment Law Bulletin (April 24, 2009).

Deciding Whether, When, and How to Terminate Employees to Minimize Liability, presented at the Lorman HR Conference in Dallas, Texas (April 21, 2009).

Supreme Court Issues Opinion on Noncompetes Under Texas Law, Carrington Coleman Employment Law Bulletin (April 17, 2009).

Get Ready to Switch Out Your I-9 Forms For Incoming Employees!, Carrington Coleman Employment Law Bulletin (March 31, 2009).

The New FMLA Regulations – Update, Client Presentation (January 2009); Dallas Bar Association, Labor and Employment Section, Presentation (March 2009).

Admissibility of “Me Too” Evidence In The Post-Mendelsohn Era, American Law Institute | American Bar Association, The Practical Litigator (January 2009).

Amendments to the Americans With Disabilities Act, Carrington Coleman Employment Law Bulletin (November 2008).

Critical Issues in Employment Law: Protecting the Company's Bottom Line, presented at the Arkansas Bar Association Annual meeting in Hot Springs, Arkansas (June 13, 2008).

Deciding Whether, When, and How to Terminate to Minimize Liability Exposure, presented at the Employee Discharge and Documentation in Texas seminar in Dallas, Texas (April 18, 2008).

FMLA: Changes to the Statute and Proposed Regulations (March 17, 2008).

Work/Life Balance: Addressing Current Trends in Family Responsibilities Discrimination (November 15, 2007).

Defending Employment Discrimination Lawsuits, presented at the Practical Tips for Successful HR Management in Texas conference in Dallas, Texas (August 20, 2004).

Preventing Intermittent Leave and Other FMLA Absences From Wrecking Your Organization's Attendance Levels, presented at the FMLA Update 2001 Conference in Dallas, Texas (December 11, 2001).

Supreme Court Removes Potential Barrier to Arbitration in Employment Disputes (April 4, 2001).

Non-Union Employees Entitled to Request Representation (September 1, 2000).

The Proliferation (Okay, Maybe Just Steady Creep) of the Gender Harassment Claim (June 2000), 2000 EEOC Technical Assistance Program Seminar.

ADA Defense Update (January 2000).

New Hire Reporting Requirements (February 8, 1999).

The Supreme Court's Recent Decisions in Faragher, Ellerth, and Oncale and the Lower Court's Interpretation of Those Decisions (1999).

Sexual Harassment Update: Greater Liability for Employers (1999).

Sticky Fingers: When Employer Property Walks Out the Door with Departing Employees (1998).