



Daniel N. Ramirez

Partner

Board-Certified in Labor and Employment Law, Daniel “Danny” Ramirez strategically represents public and private employers in labor, employment, and immigration matters. Danny’s successful track record includes providing sound advice to businesses on HR issues, implementing best practice initiatives, conducting internal investigations, representing employers during government investigations, and strategically defending companies, government agencies, and educational institutions in litigation, arbitration, and appeals. He also regularly represents companies during high-stake ICE raids and helps them implement Form I-9 best practices. Danny’s clients include Fortune 500 clients, government agencies, colleges, and small, mid-size and large privately-owned companies.

As an alumni of The University of Texas Law School, Danny has been repeatedly honored with the title of Super Lawyer and is AV Rated - the highest peer rating standard. Danny’s unique skill set allows him to aggressively defend his clients in litigation, while maintaining a strategic focus on the client’s best interests. Danny understands that litigation can create a substantial expense and distraction for many of his clients. Danny’s client-centric approach allows him to promptly identify his client’s needs and work towards obtaining swift, favorable dismissal of the case or resolution when necessary. Clients value that Danny is an experienced litigator that is able to offer proactive counseling and cost-effective solutions.

As a 2nd generation U.S. Navy service member, Danny’s professional life and community activities reflect his commitment to service and hard work. Danny previously chaired the Harris County Sheriff’s Civil Service Commission and City of Houston’s Civil Service Commission. He has also served as president of the Hispanic Bar Association of Houston, where he continues as a Board Member. Prior to practicing law, Danny was awarded a Certificate of Special U.S. Congressional Recognition for his work on behalf of military families. He is an alumni of Leadership Houston and is often coaching his son in soccer.



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Work Accomplishments

Wage and Hour Litigation

- Defend companies in complex overtime and minimum wage lawsuits in state and federal court
- Defended employers in wage and hour litigation in federal courts by precluding collective actions and minimizing liability
- Drafted employment policies and arbitration agreements to circumvent collective actions in wage and hour lawsuits

Representing Employers in Discrimination Claims

- Successfully tried to jury verdict lawsuit involving disability and gender discrimination under Title VII and workers’ compensation retaliation
- Obtained summary judgment in a lawsuit involving gender and age discrimination under Title VII and Age Discrimination in Employment Act
- Defended employer in a sexual harassment, assault and retaliation case in arbitration
- Defended employer in arbitration where an employee alleged race discrimination
- Prevailed in multiple employment litigation in cases where employees sued companies alleging discrimination, retaliation and wrongful termination

Representing Public Employers

- Disposed of lawsuit on behalf of public college in case in which a teacher's union sought declaratory relief in relation to employee grievance policies that allegedly failed to provide due process
- Managed complex multimillion dollar federal whistle blower (qui tam) litigation from inception to dismissal on behalf of public employer

Government Investigations (DOL, EEOC, and ICE)

- Represented employers during ICE enforcement raids and notice of inspections
- Represented employers in complex Department of Labor investigations involving potential million-dollar liability and resolved cases in best interests of employers
- Managed EEOC cases for employers
- Implemented immigration compliance initiatives in conjunction with AUSA non-prosecution agreements and implemented Form I-9 audits and training to prevent liability and eliminate ID fraud issues

Human Resources Consulting, Non-Competes & Terminations

- Implemented non-competition and confidentiality agreements to ensure employers' interests are protected
- Drafted employment policies and arbitration agreements to circumvent collective actions in wage and hour lawsuits
- Implemented immigration compliance initiatives in conjunction with AUSA non-prosecution agreements and implemented Form I-9 audits and training to prevent liability and eliminate ID fraud issues

Representing Employers in Workers' Compensation and Nonsubscriber Cases

- Successfully tried to jury verdict lawsuit involving disability and gender discrimination under Title VII and workers' compensation retaliation
- Effectively managed and resolved non-subscriber pre-suites and lawsuits on behalf of client

Union-Related Cases

- Disposed of lawsuit on behalf of public college in case in which a teacher's union sought declaratory relief in relation to employee grievance policies that allegedly failed to provide due process
- Represented clients in NLRB charges and hearings

Federal and State Court Litigation and Arbitrations

- Represented clients both as a plaintiff and defendant in non-compete and non-solicitation litigation (TROs and Injunctions)
- Defended employer in a sexual harassment, assault and retaliation case in arbitration
- Defended employer in arbitration where an employee alleged race discrimination

Certifications

- Board Certified — Labor and Employment Law, Texas Board of Legal Specialization, since 2008

Education and Professional Background

- University of Texas School of Law, J.D., 2002
 - Articles Editor, *The Review of Litigation*
 - Associate Editor, *Texas Hispanic Journal of Law and Policy*
 - *The Peregrinus Consul Award*
 - *Charles Alan Wright's Legal Eagles*
- University of Texas at El Paso, B.A., 1998
- Summer Law Clerk to The Honorable David Briones, U.S. District Court for the Western District of Texas, El Paso Division, Summer 1999
- District Office of Congressman Silvestre Reyes, Military and Veterans Caseworker, 1995–1998
- U.S. Navy and Reserves, 1993–2001

Awards and Recognitions

- AV Preeminent Rated: Martindale-Hubbell, Present
- Super Lawyer, 2014-Present

- Texas Rising Star in Employment and Labor Law by *Texas Super Lawyers* and *Texas Monthly*, 2010, 2011 (Front Cover Story), 2012, and 2013
- Hispanic Bar Association of Houston-President's Award, 2011, 2012
- Certificate of Special U.S. Congressional Recognition, 1999
- U.S. Naval Reserves Meritorious Medals, 1996, 1999

Professional & Civic Activities

- Houston Bar Association, Labor and Employment Section, Council Member, 2022-Present
- Hispanic Bar Association of Houston
 - President, 2012–2013; President Elect, 2011–2012; Treasurer, 2010–2011
 - Board of Directors, 2008-2009, 2014-Present
- National Hispanic Bar Association, 2009–Present
- Leadership Houston, Class of 2011–2012
- City of Houston Civil Service Commission, 2018-2021
- Chairman of the Harris County Sheriff's Civil Service Commission, 2013–2015; Commissioner, 2010-2012, 2016-2018

Languages

- English
- Spanish

Admitted to Practice

- United States Supreme Court
- United States Fifth Circuit Court of Appeals
- United States Seventh Circuit Court of Appeals
- United States District Courts for the Southern, Northern, Western, and Eastern Districts of Texas
- Texas Supreme Court and State Courts of Texas

Speaking and Training Engagements (Presented in English and Spanish)

- How to Avoid a Bad Termination, HR Houston LegalKWIK Ted Talk, 2023
- How to Avoid Getting Fined or Penalized for your Employees' I-9s, HR Houston Gulf Coast Symposium, 2022
- Employment Law in Higher Education, Lone Star College Biennial Legal Conference, 2022
- Form I-9 Audit & Best Practices Training – Client training, 2022
- Annual Management Conference: Employment & Labor Update – Client training, 2022
- Immigration Compliance & I-9 Audits, Blakeman & Associates, 2022
- Training Managers About Unions (Spanish), Client training, 2022
- Discrimination in the Remote Workplace, HR Houston Gulf Coast Symposium, 2021
- Employment Law Primer, Government Law, State Bar of Texas, 2021
- What's Next in Employment & Immigration Law, Texas Restaurant Association Marketplace, 2021 Consulting
- Skills for HR Professionals, Lorman, 2021
- HR Best Practices, Club Management Association of America, 2021
- How to Manage Discrimination Claims in the Teleworking Workspace, HR Houston, 2020
- The Onslaught of ICE I-9 Audits Continues, HR Houston, 2020
- Staying Ahead of the Curve-Managing COVID-19 in the Workplace, Monty & Ramirez, 2020
- Complying with New Federal Leave Laws, Monty & Ramirez Compliance Webinar, 2020
- FMLA Master Class Wage and Hour – Business & Legal Resources (BLR), 2019
- Sexual Harassment Avoidance, Texas Tire Dealer Association, 2019
- Shortchanging Your Employees? Common FLSA Pitfalls and How to Avoid Them, SHRM 2019 Gulf Coast Symposium
- Do Employers Have the Right to Police Employee Conduct, NAMWOLF, 2018
- Stopping Plaintiffs' Wage & Hour Attorneys in Their Tracks; And Settling Wage & Hour Claims, National Employment Law Council, 2016