

A. John Harper III

Shareholder

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Focus Areas

Labor Management Relations
Wage and Hour
Discrimination and Harassment
Appellate Practice
ERISA and Benefit Plan Litigation

Overview

A. John Harper III represents employers in all aspects of labor relations, including:

- Organizing drives
- Collective bargaining
- Interpretation and application of labor agreements
- Grievance and arbitration proceedings

John also assists clients in transactions involving unionized facilities and with respect to the labor aspects of bankruptcy proceedings.

In addition to his labor relations practice, John assists clients in all aspects of employment law, including defending employers against claims under various federal and state anti-discrimination and retaliation laws and advising employers regarding compliance with federal, state and local labor and employment laws. He also represents employers in cases involving unfair competition and denial of Employee Retirement Income Security Act (ERISA) benefits.

Professional and Community Affiliations

- Trustee/Patron, Houston Grand Opera, 2007-present
- Member, Board of Directors, The Printing Museum, 2005-2017

- Chairman, The Printing Museum, 2011-2012
- Secretary, The Printing Museum, 2009-2011 and 2013-2017
- Member, Board of Directors, Tanglewood Homes Association, 2011-2014
- Member, Board of Directors, Texas Woman’s University Foundation, 2009-present

Recognition

- Named, The Best Lawyers in America®, 2018-2020
- Named, Rising Star, Texas, *Super Lawyers*, 2007-2014
- Named, Recommended Lawyer, Labor Management Relations, *Legal 500 United States*, 2016

Education

J.D., Southern Methodist University, Dedman School of Law, 2001, *cum laude*

B.A., Washington and Lee University, 1998, *cum laude*

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Southern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Texas

Publications & Press

If You Want the Benefits of an Arbitration Agreement, Say So

Littler ASAP

April 1, 2020

COVID-19 and the Rights of Essential Businesses When Employees Strike

Littler ASAP

April 1, 2020

NLRB Joint-Employer Rule Restores “Substantial Direct and Immediate Control” Test

Littler ASAP

February 25, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Three Emerging Labor and Employment Risks in M&A Transactions

Texas Lawyer

April 8, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler Ranks in The Legal 500 United States Guide

Littler Press Release

June 20, 2016

Littler Adds Experienced Labor Management Relations Attorney A. John Harper III to the Houston Office

Littler Press Release

August 12, 2014

EEOC Looks To Limit Severance Agreements With Litigation

Law360.com

March 18, 2014

NLRB Roundup

Employee Relations Law Journal

Summer 2013

Employment Law

Texas Tech Law Review

2013

NLRB Developments: New Election Rules, Class Action Waivers and (Maybe?) Recess Appointments

Employee Relations Law Journal

Summer 2012

Carrots, Not Sticks, to Fend off Unions

Executive Counsel Magazine

April/May 2012

Speaking Engagements

Love Your Lawyer: Littler Lawyers Answer Your Most Burning Labor and Employment Questions

Houston, TX

February 11, 2020

2016 Houston Employer Conference

Houston, TX

August 11, 2016

NLRB Enforcement Initiative 2016: The Impact on Non-Union Workplaces

Houston, TX

April 20, 2016

2015 Houston Employer Conference

Houston, TX

August 13, 2015

New Year, New Regulations: An Update of the New Regulations Enacted by the NLRB

Houston, TX

February 10, 2015

The 2014 Houston Employer Conference

Houston, TX

August 14, 2014

Protected, Concerted Activity in the Age of Social Media

The Center for American and International Law

May 2014

Why not Take All of Me, The National Labor Relations Board's Specialty Healthcare Decision

Developing Labor Law Committee Mid-Winter Meeting - American Bar Association (ABA)

February 2014

Protected, Concerted Activity in the Age of Social Media

The Center for American and International Law

May 2013

Protected, Concerted Activity in the Age of Social Media

The Center for American and International Law

May 2012

Employees vs. Independent Contractors, Contingent Workers and Leased Employees

The Center for American and International Law

May 2011

Social Media: Managing and Harnessing an Unstoppable Trend

TexasBarCLE - State Bar of Texas

November 2010

Blogs, Social Networking Sites and the Impact on Employment

The College of the State Bar of Texas

July 2009