

UNDERWOOD



Ann Manning

Shareholder

Profile



Ann Manning is the managing shareholder of the Underwood Law Firm's Lubbock office. She is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. Her primary concentration is in education, employment and health law including civil litigation in these areas. She has been the president of the Texas Council of School Attorneys and was on the Board of Directors of the School Law Section of the Texas State Bar.

Ann has written and produced a children's Christmas musical, "The Child is Born", produced 13 piano solo CDs, and plays the piano for her church. Her husband, Nevill, and son, J.Paul, are practicing attorneys in Lubbock. Her daughter, Julie Mitchell, is a middle school science teacher. Ann is blessed with four grandchildren.

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Practice Areas

- Employment
- Public Education
- Healthcare
- Litigation

Bar/Court Admissions

- [State Bar of Texas](#), 1984
- U.S. District Court, [Northern](#), [Western](#), [Eastern](#) and [Southern](#) Districts of Texas
- [U.S. Court of Appeals, Fifth Circuit Court](#)
- [U.S. Supreme Court](#)

Education

- [Texas Tech University School of Law](#)

- J.D., 1984, Associate Editor – Law Review
- [Texas Tech University](#)
 - BS., Bachelor of Science in Education

Affiliations

- [Texas Council of School Attorneys](#), Chairperson, 1995-1996, First Vice Chairperson and President Elect, 1994-1995, Second Vice Chairperson, 1993-1994, Board of Directors, 1991-1997
- National Association of School Attorneys
- [State Bar of Texas](#), Member, [School Law Section](#), Board of Directors, 2004 – 2007, Member, [Labor and Employment Law Section](#)
- [Lubbock Area Bar Association](#)
 - Designated by Martindale Hubbell as A-V rated
 - Texas Tech Law School Foundation
- [Texas Judicial Council](#), Governor's Appointment, 1999 – 2007
- [TEA](#) Certified Provider of Continuing Education for School Boards
- [TEA](#) Certified Provider of Continuing Professional Education for Educators
- Selected to the "[Texas Super Lawyers](#)" list 2012 - Present for School and Education-law
- Designated as "Top Attorney in Texas," [Texas Monthly](#) 2013 for Labor and Employment Law
- Designated as "Top Rated Lawyer" for Labor and Employment Law 2015, "Top Rated Lawyer" for Texas Women Leaders 2015, and "America's Most Honored Professionals," "Top 10%" 2015 by Martindale Hubbell

Publications

Publications

School

- 12th Annual Texas Association of Community College Attorneys Conference, "The Interplay between the FMLA, ADA & Worker's Comp," January 2010
- Annual Seminars for School Districts:
 - Immunity and Liability
 - Sexual Harassment
 - Documentation
 - Nonrenewal
 - FLSA
 - Admissions
 - Parents' Rights
 - Teachers' Rights
 - Copyright
 - Bullying
 - Revised Sexual Harassment Pursuant to Revisions of OCR
 - "Discrimination – Title VII and Title IX"

Employment

- National Women's Sales Forum & Business Owner Panel, May 2019
- 9th Annual Employment Law Seminar: September 2018

- Lubbock Chamber of Commerce Seminar: "FLSA Changes:" October 2017
- 8th Annual Employment Law seminar: "What's Your Superpower?", September 2017
- 7th Annual Employment Law Seminar; "Hot Topics;" September 2016
- Lubbock Chamber University; "Overview of the Changes to the Overtime Rules & Other FLSA Issues;" June 2016
- 6th Annual Employment Law Seminar; What's In Your Toolbox?, "FLSA: All the Things You've Wondered But Never Asked" and "How to Handle Unemployment Claims," October 2015
- 5th Annual Employment Law Seminar; Putting the Pieces Together, "FLSA: What's Up With the Feds?" November 2014
- 4th Annual Employment Law Seminar; The Good, The Bad and The Ugly, "The Bermuda Triangle: The FMLA, ADAAA, and Workers' Compensation," November 2013
- 15th Annual TACCA Conference; "The Bermuda Triangle: The FMLA, ADAAA, and Workers' Compensation," January 2013
- 3rd Annual Employment Law Seminar; Weathering the Storm, "Documentation Retention & Litigation Holds," and "Contesting Unemployment Claims," April 2012
- Employment Law Seminar, Underwood Law Firm; "Fair Labor Standards Act Challenges," November 2011
- Employment Law Seminar, Underwood Law Firm; "FLSA's Most Common Misconceptions" and "The Interplay Between the FMLA, ADA & Worker's Comp," April 2010
- Employment Law Seminar, Underwood Law Firm; "FLSA's Most Common Misconceptions," November 2009
- Texas Electric Cooperative Annual Seminar, Human Resources / Benefits Conference 2009; "Harassment: Prevention From a Management Perspective, Conducting Internal Investigations, EEOC and OSHA," May 2009.
- Employment Law Seminar; "Harassment: Prevention From a Management Perspective," August 2007.
- Employment Law Seminar; "The Interaction of Medical Leaves, FMLA and ADA," September 2006
- Texas Electric Cooperative Annual Seminar; October 2005.
- Texas Electric Cooperative Annual Seminar; "Worker's Compensation, ADA, FMLA and You," October 2004.

Medical

- JPS Health Network, Business of Medicine Series; "Pearls & Pitfalls of Social Media in Your Practice," September 2012
- 31st Annual Dr. Stanley Weiss: Practical Topics in Primary Care; "Pearls & Pitfalls of Social Media in Your Practice," June 2012
- OB/GYN Grand Rounds Series; "Physicians in the Social Networking Age," February 2012
- Seminar for University of North Texas Physicians, "When Doctors Misbehave – Harassment from a Medical Standpoint," February 2009.

Municipal

- "Five Most Common Employment Mistakes Cities Make" – Underwood Law Firm, Municipal Law Seminar, Garden & Arts Center, Lubbock, Texas, September 5, 2012
- Twelve Underwood Lawyers Recently Recognized as 2023 Texas Super Lawyers
- Underwood Lawyers Recognized in the Best Lawyers in America, 2024 Edition



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