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Autum Flores
Shareholder

Profile

Autum L. Flores is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. She primarily focuses her practice on labor and employment counseling, regulatory practice and litigation, though she also has substantial experience in a variety of other complex civil litigation and regulatory matters including healthcare, consumer protection, antitrust and securities matters.

As part of her labor and employment practice, Ms. Flores frequently consults with employers in relation to a wide range of labor and employment-related questions and issues, including union organizing, unfair labor practices, collective bargaining, strike avoidance and mitigation, wage and hour, discrimination and harassment, medical and other personal leave, termination and layoffs, employee training, unfair competition, non-competes, trade secrets, whistleblowing and retaliation, workplace safety, privacy and data security, workers' compensation and non-subscriber laws, and employee handbooks and policies.

Ms. Flores has represented clients before state and federal courts and at both the trial and appellate levels. Ms. Flores has also represented clients in proceedings before a number of government agencies, including the Texas Workforce Commission, Equal Employment Opportunity Commission, National Labor Relations Board, Occupational Health and Safety Review Commission, Social Security Administration, Internal Revenue Service, Department of Labor, Federal Trade Commission, Securities and Exchange Commission and the Texas Medical Board. She is a member of the State Bar of Colorado and the State Bar of Texas. She is also admitted to practice in the U.S. District Court of the District of Colorado, the U.S. District Court for the Northern District of Texas and the Fifth Circuit Court of Appeals.

Ms. Flores earned her B.B.A. degree from the University of Texas at Austin and her law degree from Harvard Law School.

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Practice Areas

- Employment
- Litigation
- Labor and Employment Litigation

Education

- Harvard Law School, 2007
- University of Texas at Austin, B.B.A. major in International Business, 2003

International Study

- Monterrey Institute of Technology and Higher Education, Mexico, 2002
- University of Edinburgh, Scotland, 2002

Affiliations

- State Bar of Texas, 2012
- U.S. District Court for the District of Colorado, 2007
- State Bar of Colorado, 2007
- U.S. District Court for the Northern District of Texas, 2012
- Fifth Circuit Court of Appeals, 2013
- Colorado Rising Star 2014- 2017
- Texas Bar Association
- Colorado Bar Association
- Texas Young Lawyers Association
- Amarillo Area Bar Association
- Panhandle Human Resources Association
- Amarillo Area Women's Bar Association
- Amarillo Montessori Academy Board of Directors, Executive Committee
- State Bar of Texas District 13 Grievance Committee

Experience

- Assists employers with labor relations issues including collective bargaining, union organizing and campaigns, compliance training, defense of unfair labor practice charges, grievance arbitrations, defense of proceedings before the National Labor Relations Board and strike avoidance and mitigation.
- Defends employers of all sizes in regulatory proceedings and civil litigation matters, commonly including, but not limited to, claims and cases arising under the FLSA, FMLA, ADA, Title VII, and OSHA
- Counsels and advises employers on all labor and employment-related issues, including wage and hour requirements, discrimination and harassment laws, leave requirements, unemployment claims, policies and handbooks and workforce training
- Drafts employment agreements, confidentiality and non-compete agreements, executive compensation agreements, and severance or separation agreements, including in circumstances involving mass layoffs and requirements arising under the WARN Act
- Defended multiple organizations, including Fortune 500 companies in antitrust lawsuits arising under Sections 1 and 2 of the Sherman Act
- Defended multiple organizations and individuals, including big four accounting firms and partners in securities and fraud regulatory proceedings and litigation.
- Represented nationwide for-profit educational institutions in regulatory investigations and proceedings concerning alleged deceptive advertising and consumer protection issues
- Represented multiple institutions in FINRA arbitration proceedings involving breach of fiduciary duty claims by customers and clients