

# UNDERWOOD

**Ann Manning is the managing shareholder of Underwood's Lubbock office, leading by example through her dedication to labor and employment and school law.**

## ANN MANNING

Shareholder



Ann Manning has the rare distinction of being the only attorney in Lubbock who is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. With over 40 years of experience practicing law, Ann Manning has earned the trust of many longtime clients including school districts, employers, universities, churches, and financial institutions. If a dispute arises she also fiercely advocates for her clients through litigation.

She handles all of an employer's legal issues, from employment counseling to unemployment issues, Title IX, Title VII, and matters involving the Texas Labor Code. Ann Manning helps clients stay in compliance with federal government requirements and provides proactive or defensive advice depending on the client's individual situation.

Ann Manning's practice also includes working closely with school districts on personnel contracts, wage disputes, employee reviews and grievances, student privacy (FERPA), student discipline, and open government laws. She counsels schools on following the latest HR laws and regulations to remain compliant. An expert on her subject matter, she has presented at over 10 annual seminars for Texas school districts on pressing legal topics.

## CONTACT

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## PRACTICE AREAS

Employment

Healthcare

School

## 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

J.D., Texas Tech University School  
of Law, 1984

B.S., Texas Tech University, 1970



## AFFILIATIONS

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Lubbock Area Bar Association

Texas Tech Law School Foundation

National Association of School Attorneys

TEA Certified Provider of Continuing Education for School Boards

TEA Certified Provider of Continuing Professional Education for Educators

State Bar of Texas, Member, Labor and Employment Law Section, Member; Litigation Section, Member

State Bar of Texas, Member, School Law Section, Board of Directors, 2004 – 2007

Texas Judicial Council, Governor's Appointment, 1999 – 2007

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



## RECOGNITIONS

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

Distinguished Alumni Award, Texas Tech University School of Law, 2024

Martindale Hubbell, AV Preeminent®

Best Lawyers® in America, Education Law, 2018–2024

Texas Super Lawyers, by Thomas Reuters, 2012–2024

Lubbock's Musical Lawyer, Texas Super Lawyers, by Thompson Reuters, 2024

YWCA Woman of Excellence, 2016

Martindale Hubbell, "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

Texas Monthly, "Top Attorney in Texas," Labor and Employment Law, 2013

## PRESENTATIONS & PUBLICATIONS

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### Education Law

12th Annual Texas Association of Community College Attorneys Conference, "The Interplay between the FMLA, ADA & Worker's Comp," (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**

Harassment Training, YWCA Staff, (2023)

Harassment Training, South Plains Telephone Cooperative, Inc., (2023)

Harassment Training, Wes-Tex Cooperative, Inc., (2022)

FLSA & School Districts, 37th Annual School Law Conference, (2022)

COVID-19 Questions in Today's Workplace, Lubbock Chamber of Commerce, (2020)

Hot Topics in Employment Law 2020, SHRM, (2020)

FLSA: Wage and Hour Pitfalls, 10th Annual Employment Law Seminar, (2019)

National Women's Sales Forum & Business Owner Panel, (2019)

9th Annual Employment Law Seminar, (2018)

Lubbock Chamber of Commerce Seminar: "FLSA Changes," (2017)

8th Annual Employment Law seminar: "What's Your Superpower?" (2017)

7th Annual Employment Law Seminar; "Hot Topics," (2016)

Lubbock Chamber University; "Overview of the Changes to the Overtime Rules & Other FLSA Issues," (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," (2015)

5th Annual Employment Law Seminar; Putting the Pieces Together, "FLSA: What's Up With the Feds?" (2014)

4th Annual Employment Law Seminar; The Good, The Bad and The Ugly, "The Bermuda Triangle: The FMLA, ADAAA, and Workers' Compensation," (2013)

15th Annual TACCA Conference; "The Bermuda Triangle: The FMLA, ADAAA, and Workers' Compensation," (2013)

3rd Annual Employment Law Seminar; Weathering the Storm, "Documentation Retention & Litigation Holds," and "Contesting Unemployment Claims," (2012)

Employment Law Seminar, Underwood Law Firm; "Fair Labor Standards Act Challenges," (2011)

Employment Law Seminar, Underwood Law Firm; "FLSA's Most Common Misconceptions" and "The Interplay Between the FMLA, ADA & Worker's Comp," (2010)

Employment Law Seminar, Underwood Law Firm; "FLSA's Most Common Misconceptions," (2009)

Texas Electric Cooperative Annual Seminar, Human Resources / Benefits Conference 2009; "Harassment: Prevention From a Management Perspective, Conducting Internal Investigations, EEOC and OSHA," (2009)  
Employment Law Seminar; "Harassment: Prevention From a Management Perspective," (2007)  
Employment Law Seminar; "The Interaction of Medical Leaves, FMLA and ADA," (2006)  
Texas Electric Cooperative Annual Seminar, (2005)  
Texas Electric Cooperative Annual Seminar; "Worker's Compensation, ADA, FMLA and You," (2004)

## **Medical**

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

## **Municipal**

"Five Most Common Employment Mistakes Cities Make" – Underwood Law Firm, Municipal Law Seminar, Garden & Arts Center, Lubbock, Texas, (2012)

## **OUTSIDE THE OFFICE**

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Ann is a musician who wrote and produced a children's Christmas musical called "The Child is Born." She has also 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 the proud grandmother of four.