

Ruth Ann Daniels

Partner

Ruth Ann Daniels is Chair of the Labor and Employment Department. With over 30 years of experience as both a trial lawyer and legal advisor for employers in Texas and across the country, she has handled every adversarial and operational matter that can arise in the employer-employee relationship. Her experience includes trying cases in state and federal courts, resolving disputes through arbitrations, conducting investigations and audits, providing workplace training and addressing day-to-day workplace problems. Her clients range from Fortune 500 companies to mid-size businesses across several industries, including automotive, retail, oil and gas, restaurants and many more.

Ruth Ann has achieved numerous successful outcomes in litigation and arbitrations involving all types of discrimination, harassment and retaliation, wrongful termination, theft of trade secrets and disputes involving non-compete and non-solicitation agreements. She also has substantial experience in defending multi-party and class action litigation and resolving Department of Labor audits, primarily involving FLSA wage and hour claims.

Ruth Ann also represents employers with unionized workforces in arbitration proceedings involving a variety of issues that arise under collective bargaining agreements. She frequently handles litigation outside the employment context as well, including disputes involving breach of contract, fraud, DTPA claims and trusts and estates issues.

While she's highly effective in the courtroom, Ruth Ann knows the best approach is to prevent disputes from happening in the first place. She helps employers build a strong foundation focused on avoiding risk and tackling workplace issues proactively, whether she's preparing employment policies and procedures, conducting workplace training or guiding HR personnel through tough daily decisions regarding employee hiring, investigations, discipline, medical leave, terminations and much more. Ruth Ann also negotiates and drafts employment agreements covering virtually every issue, including executive employment terms,



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Industries
Energy
Healthcare
Restaurants & Clubs

Practices
Labor & Employment
Commercial Litigation

Education
J.D., *cum laude*, Baylor University School of Law (1985)
B.A., *magna cum laude*, Baylor University (1982)

Bar Admissions
Texas

Court Admissions
United States District Court, Southern District of Texas

benefits, severance, non-competition, non-solicitation and confidentiality.

Experience

- Obtained a favorable opinion from the Texas Supreme Court in re AutoNation, Inc., 228 S.W.3d 663 (2007), which held that a forum selection clause in a covenant not to compete, designating another state as the appropriate forum, is enforceable in Texas.
- Obtained favorable jury verdicts or arbitration awards in:
 - *Jennifer Swinford v. Houston Auto Imports North, Ltd. et al.* (pregnancy discrimination)
 - *Janice L. Mace v. Countrywide Home Loans, Inc.* (age discrimination and FLSA claims)
 - *Sheri Reyes v. Countrywide Home Loans, Inc.* (breach of contract and fraud)
 - *Joseph Capasso v. Bankston Ford of Frisco, Ltd. Co.* (national origin discrimination)
 - *Carter Burress v. Fred Oakley Motors, Inc., et al* (age and disability discrimination)
 - *R. Mark Syrstad v. Sheplers, Inc., et al* (breach of executive employment agreement)
 - *Rogelio A. Guerra v. AutoNation, Inc. d/b/a Champion Ford Gulf Freeway* (age discrimination)
 - *Raymond Caple, et al v. AN Dealership Holding Corp., et al* (multi-plaintiff breach of contract/commission plan)
 - *Billy R. Curry v. Telect, Inc.* (race discrimination)
 - *Rosalinda "Rosie" Waddell v. Champion Ford, Inc., et al* (sexual

United States District Court, Eastern District of Texas
United States District Court, Northern District of Texas
United States District Court, Western District of Texas

harassment)

- *EEOC v. Bledsoe Dodge, LLC and AutoNation, Inc.* (multi-plaintiff race discrimination)
- *Marlene D. Hilliard v. WorleyParsons Group, Inc.* (sex harassment, invasion of privacy, intentional inflictions of emotional distress)

Reported Cases

- *In re AutoNation, Inc.*, 228 S.W.3d 663 (2007)
- *Tran v. Texan Lincoln Mercury, Inc.*, 2007 WL 2471616 (S.D. Tex., Aug. 29, 2007)
- *Davis v. AutoNation USA Corp*, 226 S.W.3d 487, Tex.App.-Hous. (1 Dist), Nov. 16, 2006
- *Ricketts v. Champion Chevrolet*, 2005 WL 1924372 (S.D. Tex., Aug. 11, 2005)
- *Campanello v. Anthony & Sylvan Pools Corporation*, 2004 WL 2049313 (N.D. Tex., Sept 14, 2004)
- *Carter v. Countrywide Credit Industries, Inc.*, 189 F.Supp.2d 606 (N.D.Tex. 002), aff'd 362 F.3d 294 (5th Cir. 2004)
- *Walker v. Countrywide Credit Industries, Inc.*, 2004 WL 246406 (N.D.Tex. Jan. 15, 2004)

Press Releases

- “Gray Reed & McGraw Announces Executive Management Changes”, Tom Rhodus Steps Aside After 26 Years of Service (May 11, 2016)
- “Darrell Armer and Ruth Ann Daniels Inducted as Fellows of Texas Bar Foundation” (April 19, 2013)
- “Gray Reed Expands Employment Practice Group with Three New

Hires” (March 2, 2011)

Thought Leadership

- “Long-Awaited Overtime Change Arrives”, Gray Reed Legal Alert (September 27, 2019)
- “Employers with Dallas or San Antonio Employees Beware - Mandatory Paid Sick Leave is Coming!”, Gray Reed Legal Alert (June 25, 2019)
- “Dallas City Council Enacts Mandatory Paid Sick Leave Ordinance”, Gray Reed Legal Alert (April 25, 2019)
- “Five Things Pizzeria Owners Must Know About FLSA Violations for Delivery Drivers”, *PMQ Pizza Magazine* (February 8, 2019)
- “Houston Civil Rights Ordinance Criminalizes Discrimination”, Gray Reed & McGraw Legal Alert (July 14, 2014)

Speeches and Presentations

- “#MeToo in the Workplace”, Gray Reed CLE Event (June 7, 2018)
- “Sexual Harassment in the Post-Harvey Weinstein Era”, Leading Builders of America (May 24, 2018)

Honors

- Selected by her peers for inclusion in Woodward/White, Inc.’s *The Best Lawyers in America* in the fields of Labor & Employment Litigation and Labor Law (Management) (2016 - 2020)
- Selected as a Best Lawyer in Dallas by *D Magazine* (2011 - 2012, 2018)
- Named a “Super Lawyer” by Texas Super Lawyers (a Thomson Reuters company) as published in *Texas Monthly* (2004 - 2009, 2014)

- 2019)

- AV Preeminent® rated (the highest possible Martindale-Hubbell Peer Review Rating designation)

Organizational Involvement

- American Bar Association
- State Bar of Texas
 - Labor and Employment Law Section
- Dallas Bar Association
 - Labor and Employment Law Section
- Fellow, Texas Bar Foundation