

# Harry D. Jones

INTERNATIONAL EMPLOYMENT & LABOR LAW CHAIR

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Harry Jones represents employers in complex labor and employment matters, with a focus on cross-border issues, workplace investigations and high-risk employment disputes. Clients rely on Harry for strategic guidance in matters that involve significant operational, reputational and regulatory considerations.

Harry advises companies on workforce issues across multiple jurisdictions, including hiring, discipline, compensation, workplace safety and termination. He regularly leads internal and external investigations involving allegations of misconduct, harassment, corruption and other sensitive issues, often coordinating with law enforcement, regulators and corporate leadership.

His practice includes representing employers in litigation and administrative proceedings, as well as advising on employment issues arising in global transactions and business expansions. Harry works closely with in-house counsel and human resources teams to develop compliance strategies that address evolving legal requirements across jurisdictions. He maintains a network of trusted professionals across Europe, Africa, Asia, the Middle East and Latin America.

Clients value Harry's ability to manage complex, multi-jurisdictional matters while maintaining a clear focus on business objectives. He provides practical guidance that helps organizations respond effectively to workplace challenges and reduce risk.

## Education

- Texas Tech University (J.D., *cum laude*)
- Abilene Christian University (B.A., *magna cum laude*)

## Bar Admissions

- Texas

## Court Admissions

- U.S. Supreme Court

## Capabilities

- International Employment & Labor Law
- Employment Advice & Investigations
- Labor & Employment
- Employment Litigation, Arbitration & Dispute Resolution
- Workplace Safety, Health (OSHA) & Environmental Advising
- International

- Supreme Court of Texas
- U.S. Court of Appeals, Fifth Circuit
- U.S. District Court, Northern District of Texas
- U.S. District Court, Southern District of Texas
- U.S. District Court, Western District of Texas
- U.S. District Court, Eastern District of Texas

## Memberships

- Appointee to Workforce Solutions Greater Dallas (by Hon. Eric Johnson, Dallas Mayor)
  - Chair, Board of Directors, 2025
  - Vice Chair, Board of Directors, 2025
  - Treasurer, Board of Directors, 2024

## Recognition

- Board Certified in Labor and Employment Law (Texas), 1996-present
- AV® Peer Review Rating, Martindale-Hubbell
- Fellow, Texas Bar Foundation
- Selected for inclusion in *Best Lawyers in America*® for:
  - Labor Law - Management, 2024-2026
  - Litigation - Labor and Employment, 2018-2026
- *Super Lawyers*, 2007-2010, 2013-2021
- Ranked in *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment, Texas, 2024-2025

## Matters

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- Leading a team in the complex defense of a U.S. employer and two related entities against claims and with counterclaims in the Labor Board of Mexico City and coordinating with law enforcement on both sides of the border.
- Led all labor law facets of an eight-country acquisition for Veranex, a medical technology service provider, including the adoption of workforces in Belgium, Denmark, France, Germany, India, Switzerland, the U.K., and Ukraine.
- Represented Xignux, a Mexico-based company, in the purchase of six transformer factories in six states in the U.S. Led the labor side of due diligence and advised on post-purchase adjustments. Currently, leading the relationship between the Mexico-based company and a union in Wisconsin as the collective bargaining process continues. The issue is the extent to which U.S. unions and Mexican unions collaborate and collude.
- An L.A.-based manager made critical accusations against a Milan-based company with operations in Houston. Led the investigation, which spanned allegations of C-Suite misconduct, including abuse, threats, harassment, retaliation, and unfair competition. Collaborated with the Italian workplace commission, including psychiatrist and counsel.
- Won summary judgment, affirmed on appeal at the Fifth Circuit, in which termination of an employee was upheld as not violating ADA even though the firing happened in a hospital upon employee waking from diabetic shock.
- Won complete judgment in the Northern District of Texas for Emson Marketing in a

case brought by Topsytail Co. for \$20 million in damages for violation of nondisclosure.

- Won take-nothing verdict for employer in *Darling v. Silvercreek Homes* in a 2-week sexual harassment jury trial, and \$250,000 in damages for frivolous filing.
- Led multinational and public investigation of 600+ employees in H1(b) visa scandal, leading to federal prosecution, risk mitigation for public client, and overhaul of hiring system.
- Led three-county corruption investigation for two top logistics companies in a joint venture involving a data breach and organized crime and interfacing with law enforcement.
- Led and presented closing press conference on investigation into mass sexual abuse situation at a public institution. Drafted sweeping changes in program, which many schools in Texas have adopted.
- Successful judgment for clients in two denial of benefits cases before federal judges, each totaling more than \$1 million dollars.