



Michael Baum

PARTNER

Dallas

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Michael Baum specializes in employment and commercial litigation, with a particular emphasis on disputes involving non-competition and employment agreements, theft of trade secrets, tortious interference with contracts, and breach of fiduciary duties.

Michael is frequently consulted by employers and executives on a wide range of matters, including employee discipline, employment investigations, and strategic employment decisions. He represents parties in employment related matters in both state and federal court based on wrongful termination and discrimination in the workplace (age, race, gender, pregnancy, national origin, religion and disability); claims of unpaid overtime under the Fair Labor Standards Act; and cases involving alleged violations of the Family Medical Leave Act.

In addition, Michael handles complex business litigation, including claims of breach of contract, partnership disputes, and fraud.

Michael has extensive jury trial experience and has successfully arbitrated numerous employment related cases. Some of Michael's noteworthy cases include:

- After obtaining temporary injunctive relief, successfully obtained a favorable settlement for The Expo Group in a case involving breach of a non-compete agreement.
- Successfully obtained summary judgment for American Airlines, Inc. in an alleged wrongful termination case involving claims of age discrimination and retaliation. *Detra Barrett v. American Airlines, Inc.*
- Successfully defended Nordstrom in a case involving claims of ADA discrimination and FMLA retaliation. Following a four day arbitration, obtained an award of zero damages.
- Following a four day arbitration, obtained a take nothing judgment for Omni Hotels in a suit alleging wrongful termination of an employee on the basis of race.
- Successfully defended Montronics (n/k/a Brinks) in a case involving claims of sexual harassment and retaliation. Following a three day arbitration, the arbitrator awarded zero damages.



- The successful representation of a travel club in the Western District of Missouri in a class and collective action suit involving claims of unpaid overtime under the Fair Labor Standards Act and Missouri state wage laws.
- Successfully defended, in a case tried to a jury verdict, CSM Global in a Sabine Pilot action.
- In a case tried to jury verdict, successfully defended an aluminum extrusion company accused of wrongfully terminating an employee under Sabine Pilot.
- On behalf of Twelve Oaks Management, Inc., obtained summary judgment in a case involving claims of pregnancy discrimination.

All Practice Areas

- Commercial Litigation
- Labor and Employment Litigation

Awards & Honors

- Best Lawyers in America® - Litigation – Labor and Employment (2021-2023)
- Texas Super Lawyers Rising Star, *Texas Monthly* and *Law & Politics Magazine* (2005, 2008-2009)
- Best Lawyer Under 40, *D Magazine* (2006)

Education

- The University of Texas at Austin School of Law (J.D., 1998)
- The University of Texas at Austin (B.A., with high honors, 1993)

Memberships

- Chair, Dallas Bar Association Judiciary Committee (2023)
- Co-Chair, Dallas Bar Association Judiciary Committee (2020-2022)
- Member, Dallas Bar Association, Labor & Employment Law Section
- Member, State Bar of Texas, Labor & Employment Law Section

Admissions

- Texas
- United States District Court for the Northern and Southern Districts of Texas