

Brian G. Patterson

Partner

brian.patterson@bracewell.com

HOUSTON

+1.713.221.1209



Brian Patterson is a skilled litigator and advisor who represents employers in a wide range of labor and employment matters. His practice encompasses non-competition agreements, wage and hour disputes, Occupational Safety and Health Administration (OSHA) enforcement actions, whistleblower issues, executive employment contracts, and employment discrimination. Brian also has extensive experience overseeing and conducting sensitive workplace investigations.

In his litigation practice, Brian has extensive trial experience, particularly in Fair Labor Standards Act (FLSA) cases, disputes involving restrictive covenant agreements, and matters arising from the separation of senior executives. He has also successfully defended employers against individual and class action claims under Title VII, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and the Family Medical Leave Act (FMLA) in both state and federal courts. Beyond litigation, Brian has significant experience leading the labor and employment aspects of major corporate transactions, ensuring seamless integration and compliance in complex business deals.

Brian works closely with employers to reduce litigation risk by providing strategic counsel on employment aspects of business operations and delivering training on emerging areas of the law. This proactive approach helps clients establish robust, compliant workplace practices.

Brian's approach to client service is rooted in pragmatism. He recognizes that effective employment counsel must align with an organization's strategic objectives while navigating complex legal landscapes. To this end, Brian crafts tailored solutions that address immediate legal concerns and support long-term business goals and corporate culture.

Practices

[Labor & Employment](#)

[Litigation](#)

BRACEWELL

Before joining Bracewell, Brian was a partner at an international law firm. His early career included a judicial internship with the Honorable Judge John Donovan of the 61st District Court of Texas and a volunteer internship at the EEOC in Dallas, experiences that provided valuable insights into judicial processes and agency operations.

Credentials

Education

- Southern Methodist University Dedman School of Law, J.D., 2006
- University of Richmond, B.A., 2002

Bar Admissions

- Texas

Affiliations

- Junior VolunTIRR, Member
- Texas Bar Foundation, Fellow

The Legal 500 United States

- Labor and Employment Disputes (Including Collective Actions): Defense, 2020

Thomson Reuters

- *Super Lawyers*, Texas Rising Star, 2014 – 2018

Honorable Judge John Donovan of the 61st District Court of Texas

- Judicial Intern

Equal Employment Opportunity Commission

- Intern

Resources

A Warning for Employers in the Energy Sector

Article

Comprehensive WARN Act FAQ for Employers in the Energy Sector

Update

What's Next After Justices Clarify FLSA Evidence Standard

Article

Publications & Speeches

- "What's Next After Justices Clarify FLSA Evidence Standard," *Law360*, January 30, 2025.
- "A Warning for Employers in the Energy Sector," *The Texas Lawbook*, September 24, 2024.
- "Integrating Environmental, Social and Corporate Governance (ESG) in Corporate Practices: The Role of Counsel," Association of Corporate Counsel Houston Webinar, January 12, 2021.