



Principal, Dallas

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Kristin L. Bauer is a principal in the Dallas, Texas, office of Jackson Lewis P.C. She represents management exclusively in workplace law and related litigation.

In addition to handling an active employment litigation docket, Kristin counsels management on preventive strategies, including termination decisions, investigations, employment agreements, non-compete and non-solicitation issues, wage and hour laws, policies and handbooks, and other issues affecting the workplace. She also provides advice and counsel to employers on the numerous laws touching ill and injured workers, including the ADA, the FMLA, and related state laws, and strategies to manage those risks. Kristin frequently speaks on a number of employment-related topics.

While attending law school, Kristin was the head articles editor for the *Houston Journal of International Law*. Kristin was a judicial clerk to the Honorable Mary Milloy, U.S. Magistrate Judge, in her first year as a licensed attorney.

### Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2021-present), "Labor Law – Management" (2018-present) and "Litigation – Labor and Employment" (2018-present)
- Dallas Junior Chamber of Commerce, "Outstanding Young Dallasite" (2010)
- National Association of Women Lawyers, "Virginia S. Mueller Outstanding Member Award" (2012)
- *Texas Super Lawyers*®, "Rising Star" (2005, 2007-2012) and "Super Lawyer" (2014-2020, 2022-present)

### Pro Bono and Community Involvement

- The Family Place, a nonprofit agency serving the victims of domestic violence and their families, General Counsel (2005-2021)
- Helping Hands for The Family Place, Past President

### Published Works

- "Get Your Disability and Leave Management House in Order," Society for Human Resource Management *Viewpoint* (June 2016) [Co-Author]
- "Pregnancy Discrimination Reexamined: Accommodations for Pregnancy Under the ADAAA," *Women Lawyers Journal*/Vol. 98 no. 3 (2013) [Co-Author]
- "Evaluating Disabilities and Accommodation under ADAAA," *Dallas Bar Association's Headnotes* [pg.5] (December 2012) [Co-Author]
- *Real World Solutions* (Thompson Publishing Family and Medical Leave Handbook, August 2008) [Co-Author]
- *Real World Solutions* (Thompson Publishing Family and Medical Leave Handbook, May 2008) [Co-Author]
- "Workplace Wellness Programs: A Prescription for a Healthy Bottom Line, But With

### Practices

- Fitness
- Financial Services
- Staffing and Independent Workforce
- Advice and Counsel
- Class Actions and Complex Litigation
- Corporate Diversity Counseling
- Corporate Governance and Internal Investigations
- COVID-19
- Disability, Leave and Health Management
- Litigation
- Workplace Training

### Education

- University of Houston Law Center, J.D. 1998
- The University of Texas, B.A. 1995

### Admitted to Practice

- 5th Circuit Court of Appeals 2000
- Arkansas – E.D. Ark. 2008
- Arkansas – W.D. Ark. 2008
- Colorado – D. Colo. 2004
- Texas – E.D. Tex. 2003
- Texas – N.D. Tex. 2000
- Texas – S.D. Tex. 1999
- Texas – W.D. Tex. 2001
- Wisconsin – E.D. Wis. 2002
- Texas 1998

What (Legal) Side Effects?" *HR Matters Magazine*(Winter 2007) [Author]

- *New Approach to Managing Leave Laws May Reduce Employers' Costs, Risks* (Thompson Publishing Family and Medical Leave Handbook 13.11, February 2006) [Co-Author]