



Principal, Houston

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## Practices

- Class Actions and Complex Litigation

## Education

- University of Houston Law Center, J.D. 1992
- Vassar College, B.A. 1986

## Admitted to Practice

- Texas 1992
- Texas - E.D. Tex. 1997
- Texas - N.D. Tex. 2007
- Texas - S.D. Tex. 2001
- Texas - W.D. Tex. 2007
- 5th Circuit Court of Appeals 2001
- U.S. Supreme Court 2021

Pamela Williams is principal in the Houston office of Jackson Lewis, P.C. Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization, Pamela handles management-side labor and employment matters in arbitration and state and federal courts for financial institutions, clients in the construction, packaging, and manufacturing industries, health care organizations and retailers. She leverages her combined litigation experience and counseling practice to advise clients on daily workplace concerns – anticipating legal risks and providing practical resolutions.

Pamela's practice covers the spectrum of employment litigation. Her experience encompasses both single and class and collective actions, across a range of claims including allegations of discrimination, wrongful termination, retaliation, medical leave violations, failure to provide accommodations for religion and disability, wage and hour violations, and workplace torts. In addition to courtroom experience, Pamela has successfully defended clients in responding to administrative charges before the Department of Labor (DOL), Equal Employment Opportunity Commission (EEOC), and state agencies such as the Texas Workforce Commission.

Pamela assists clients with OSHA compliance, inspections and in resolving or contesting citations. She also has experience representing clients in hearings before the Occupational Safety and Health Review Commission.

A strategic advisor to employers and management, Pamela provides day-to-day advice and counsel on a variety of issues impacting the workplace. She advises employers on best practices to mitigate risks, including assisting with compliance, internal audits, termination and disciplinary actions and workplace investigations. She also provides workplace training regarding prevention of harassment and discrimination. Her practice includes preparing and reviewing employment handbooks and developing policies and procedures to ensure compliance with federal, state, and local laws. Pamela negotiates and prepares separation agreements, employment agreements and confidentiality agreements.

## Published Works

- "Creative strategies for addressing worker shortages in healthcare," Houston Medical Journal (December 2021) [Author]
- "Important Considerations for Employees Regarding COVID-19 Vaccines," Texas Lawyer (February 2021) [Co-Author]
- "OSHA concerns for healthcare employers while navigating the COVID-19 pandemic," Houston Medical Journal (June 2020) [Author]
- "Baby, it's cold outside: Will that make OSHA chill out in response to ongoing pressures for heat standards?" Rock Road Recycle (December 2019) [Co-Author]
- "Equal Access to Justice Act may provide relief to recover attorney's fees related to fighting improper OSHA citations," Rock Road Recycle (September 2019) [Co-Author]
- "Practical guidance to aid healthcare employers in navigating OSHA's continued focus

on workplace violence,” Houston Medical Journal (May 2019) [Author]

- “Driving safety in the workplace: Where the rubber meets the road,” Rock Road Recycle (April 2019) [Co-Author]