



Associate, Houston

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Nathaniel J. Higgins is an associate in the Houston, Texas, office of Jackson Lewis P.C. His practice focuses on representing employers in workplace law matters, including litigation and preventive advice and counseling.

Nathaniel has 10 years of diverse experience involving labor and employment matters based on previously working as in-house counsel for a federal agency and his experience as a litigation associate representing employers in various industries nationwide. Nathaniel has successfully represented employers in litigation and arbitrations involving claims of discrimination, harassment, and retaliation. Nathaniel also has traditional labor law experience and has handled matters involving unions and the NLRB. Notable examples of his success include:

- Winning summary judgment on behalf of Fortune 500 technology company in race and national origin discrimination case where decision-maker was accused of making racist remarks.
- Winning summary judgment on behalf of fortune 200 railroad company in FMLA interference and retaliation, ADA and race discrimination, and constructive discharge case where company terminated plaintiff for misuse of his FMLA and disability leave.
- Winning traditional and no-evidence summary judgment for retail company in race discrimination and retaliation case where plaintiff sought retribution for alleged lost wages and medical expenses.
- Winning TRO and securing temporary injunction in non-compete case on behalf of an international information technology solutions company against a former employee and the employee's new employer.
- Winning TRO and securing temporary injunction in harassment case on behalf of employee of information technology company against former employee.

## Practices

- Advice and Counsel
- Labor Relations
- Litigation
- Retail
- Workplace Training

## Education

- Georgetown University Law Center, LL.M. 2013
- Howard University School of Law, J.D. 2012
- Baylor University, B.A. 2007

## Admitted to Practice

- 5th Circuit Court of Appeals 2023
- New Mexico - D. N.M. 2020
- Texas - S.D. Tex. 2019
- Texas - W.D. Tex. 2022
- Texas 2013
- Texas - E.D. Tex. 2023

## Honors and Recognitions

- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law – Management" (2024-present)

## Speeches

- "Trends in Employment Law for 2022," D.C. Chambers of Commerce (Washington, D.C., February 2022) (presenter)