



**Justin Barbour**  
Partner

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Board Certified in Labor and  
Employment Law by the  
Texas Board of Legal  
Specialization

**Education**  
University of Texas School  
of Law, J.D. with Honors,  
2006

University of Florida, B.A.  
*cum laude*, 2003

**Bar Admissions**  
State Bar of Texas

**Court Admissions**  
U.S. District Courts for the  
Southern and Western  
Districts of Texas

U.S. Courts of Appeals for  
the 5th Circuit

Justin Barbour is a partner at Schmoyer Reinhard LLP. Prior to joining the firm, Mr. Barbour was an associate in the commercial litigation section of Akin Gump Strauss Hauer & Feld LLP.

### Experience

Mr. Barbour's practice is devoted to representing management in all aspects of labor and employment law. Mr. Barbour represents employers of all sizes, from start-ups to some of America's largest companies, as well as non-profit and governmental entities.

Mr. Barbour prides himself on identifying efficient, cost-effective solutions to his client's employment matters. To achieve these goals, he regularly counsels, advises, and provides training on both traditional and emerging employment issues, as well as on workplace policy and legal compliance issues.

In addition Mr. Barbour represents management in both state and federal courts, as well as in private arbitrations. His litigation experience includes the following:

- Claims alleging violations of Title VII, the ADA, ADEA, and state law analogs,
- Alleged violations of Family and Medical Leave Act,
- Fair Labor Standards Act claims, including collective actions,
- Claims for workers' compensation retaliation,
- Breach of contract claims, including both enforcement and defense of agreements not to compete or solicit, and
- Lawsuits enjoining threatened workplace violence and related threatening behaviors.

In addition to this extensive litigation experience, Mr. Barbour also has significant experience in representing his clients in administrative proceedings before the Equal Employment Opportunity Commission, Occupational Safety and Health Administration, Department of Labor, and Texas Workforce Commission.

Mr. Barbour is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.

In law school, Mr. Barbour was a member of the *Texas Journal on Civil Liberties & Civil Rights*.

### Professional Recognition

- Named by peers for inclusion in the 2016 - 2019 editions of *The Best Lawyers in America*® (Woodward/White, Inc.)
- Named as one of San Antonio's best labor and employment lawyers by *S.A. Scene* in 2009 and 2011 - 2018
- Named a Winner in the Attorney Category for the *San Antonio Express News* 2018 Readers' Choice List
- Named as one of San Antonio's "40 Under 40" by the *San Antonio Business Journal* in 2016
- Named by peers as a Thomson Reuters Texas "Rising Star," a designation given to 2.5 percent of "the best up-and-coming attorneys in the state," in 2014 - 2016
- Named as a "Rising Star" in the San Antonio law community by *S.A. Scene* in 2012 - 2015

### Activities and Affiliations

- Board Member, Goodwill Industries of San Antonio
- Chair, Human Resources Committee - Goodwill Industries of San Antonio
- Board Member, Goodwill Industries Contract Services of San Antonio
- Chair, Human Resources Committee - Goodwill Industries Contract Services of San Antonio
- Chair, San Antonio Bar Association Litigation Section
- Fellow, San Antonio Bar Foundation
- Member, William S. Sessions American Inn of Court
- Member, San Antonio Area Foundation Community Advisory Committee
- Member, Governmental Affairs Committee for the San Antonio Human Resources Association
- Board Member, Fire Museum Society of San Antonio from 2010 - 2011
- Member, Alamo City Gators Club

