

People



John Linker

Partner, Labor and Employment

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vCard

Board Certified by the Texas Board of Legal Specialization in Labor and Employment Law, John Linker focuses his practice on defending businesses of all sizes in matters involving wrongful terminations, union organizing, breach of contract matters, unfair labor practice charges, discrimination and harassment claims, Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) compliance, and wage and hour issues. He also represents clients in investigations by government enforcement agencies such as the Office of Federal Contract Compliance Programs (OFCCP), the Department of Labor (DOL), the Equal Employment Opportunity Commission (EEOC), the Department of Homeland Security (ICE), the National Labor Relations Board (NLRB), and the Occupational Safety and Health Administration (OSHA). John has experience litigating labor and employment-related matters in state and federal courts and manages complex employment matters and class action cases around the country.

Additionally, John has experience conducting client-tailored training programs for employers on workplace issues involving how to avoid discrimination challenges during the employee selection process, steps for preventing and dealing with workplace harassment, union avoidance strategies, and practical considerations in navigating ADA and FMLA compliance. John frequently speaks on labor and employment issues before local and national trade associations.

Notable Work

National Origin, Civil Conspiracy, and Defamation: Represented a multinational assurance, inspection, and certification company in a case alleging claims involving national origin, civil conspiracy, and defamation following the termination of a Texas manager. After a two-week jury trial, the jury returned a verdict on all counts in the client's favor.

Employee Selection: Assisted a client in developing a comprehensive validated employee selection process covering

Areas of Experience

Labor and Employment
 Employment Litigation
 Employment Administrative Claims Defense
 Employment Training and Compliance
 Trade Secrets, Restrictive Covenants, and Unfair Competition
 Traditional Labor Law
 Wage and Hour
 Workplace Safety and Health

Education

J.D., Mississippi College School of Law, 1992
 B.A., University of Texas at Austin, 1989

Admissions

Bars

Texas

Courts

U.S. District Court, Eastern District of Texas
 U.S. District Court, Northern District of Texas
 U.S. District Court, Southern District of Texas
 U.S. District Court, Eastern District of Arkansas
 U.S. District Court, Western District of Arkansas
 U.S. District Court, District of New Mexico
 U.S. Supreme Court
 U.S. Court of Appeals, Fourth Circuit
 U.S. Court of Appeals, Fifth Circuit
 U.S. Court of Appeals, Seventh Circuit
 U.S. Court of Appeals, Eighth Circuit

Related Content

Cary Farris and John Linker to Speak at the North American Meat Institute Environment, Labor & Safety+ Conference
 April 21, 2025

specific job-related criteria and a structured interview process for numerous positions across the country.

Class Action: Represented a national manufacturer in a class action case arising from alleged violations of section 1981 of the Civil Rights Act of 1866 and Title VII of the Civil Rights Act of 1964.

Whistleblower: Represented a Texas manufacturer in a whistleblower case arising from alleged violations of the Safety Transportation Assistance Act. The executive employee claimed he was terminated for notifying management of safety violations on its fleet of trucks. Following a lengthy bench trial, the judge entered a final judgment in the client's favor.

34 Akerman Lawyers Recognized in Benchmark
Litigation
October 03, 2023

Record Number of Akerman Lawyers Named to *The
Best Lawyers in America* 2024 Guide
August 22, 2023

Published Work and Lectures

- Environment, Labor & Safety+ Conference (ELS+), Speaker, "Labor & Employment: Navigating Labor and Employment Priorities Under the New Trump Administration," April 22, 2025
- Environment, Labor & Safety+ Conference (ELS+), Speaker, "Labor & Employment - Navigating the Latest Updates for Employers in Labor and Employment Law," April 16, 2024
- Protein PACT 2023 Summit, Speaker, "Pregnant Workers Fairness Act and NLRB Updates," October 4, 2023
- Protein PACT 2022 Summit, Speaker, "Labor & Employment Committee Meeting," October 13, 2022
- Akerman Labor & Employment Law Summit, Co-Moderator, "When Sports and Employment Law Collide," April 29, 2022
- Protein PACT Annual Conference, Speaker, "Successful Onboarding and Frontline Leadership Issues for 2022," June 2021
- North American Meat Institute (NAMI), Speaker, Annual Meat Summit, "Labor and Employment Law Under the Biden Administration," April 2021
- Food Manufacturing Institute Annual Meat Conference, Speaker, "What's Next in Labor and Employment Law," March 2021
- North American Meat Institute (NAMI), Speaker, "Preparing for the New Wave of Employment Claims in the Wake of COVID-19," July 2020
- North American Meat Institute (NAMI), Speaker, Webinar, "Preparing for the New Wave of Employment Claims and Enforcement Agency Focus in the Wake of COVID-19," July 9, 2020

Honors and Distinctions

- Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization
- *Best Lawyers*, 2024-2025, Listed in Texas for Employment Law - Management
- *Benchmark Litigation* 2022-2023, Listed in Texas as a "Labor & Employment Star"