



### **Justin Markel – Equity Shareholder**

Justin Markel is an Equity Shareholder attorney in the labor & employment, corporate transactions, and community associations practices of RMWBH Law.



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Mr. Markel advises and counsels employers regarding various employment law issues. Among other things, Mr. Markel assists employers craft employment policies and contracts, and also counsels employers regarding issues relating to the hiring, pay, discipline, and termination of employees. Moreover, Mr. Markel assists employers respond to employees' requests for leave and accommodations, as well as complaints of harassment and retaliation. Mr. Markel also represents employers in investigations by the Equal Employment Opportunity Commission, the Department of Labor, and the Texas Workforce Commission. In addition, Mr. Markel represents employers in employment litigation, including claims of discrimination, harassment, retaliation, and unlawful pay practices, as well as actions to enforce covenants not to compete. Mr. Markel is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.

In addition to employment law, Mr. Markel practices in the firm's corporate-transactions practice, advising clients on various issues, including entity formation, corporate governance, fiduciary duties, transfers of ownership interests, corporate acquisitions, and dissolution. Mr. Markel also serves as clients' outside general counsel, reviewing various contracts and assisting clients navigate risk-management issues.

Mr. Markel also practices fair housing law in the firm's community associations practice. In this area, Mr. Markel advises community associations regarding their obligations under the federal and Texas Fair Housing Acts, and also defends community associations and management companies against agency investigations and litigation involving housing-discrimination claims.

Mr. Markel earned his Bachelor of Science degree from the Kelley School of Business at Indiana University. He earned his Doctor of Jurisprudence from South Texas College of Law, graduating summa cum laude (highest honors), and earning a certificate in Transactional Law Practice. After law school, Mr. Markel clerked for the Honorable Magistrate Judge Stephen Wm. Smith, in the Southern District of Texas, Houston Division.

#### **Practice Areas**

Corporate Transactions and Outside Counsel  
Labor and Employment

### **Education**

J.D., summa cum laude, South Texas College of Law, 2010

- Member, South Texas Law Review
- Transactional Law Practice Certificate
- Cali Excellence Award: Civil Procedure, Property I, Torts II, Employment Law, ERISA, and Texas Pretrial Procedure

B.S., Kelley School of Business at Indiana University, 2007

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### **Awards and Certifications**

Board Certified – Labor & Employment Law, Texas Board of Legal Specialization

Texas Rising Stars for 2015 - 2017

### **Affiliations**

Member, The College of the State Bar of Texas

Member, American Bar Association

Member, Houston Bar Association

Member, Garland Walker American Inn of Court

### **Bar Admissions**

State Bar of Texas

United States District Courts for the Northern, Eastern, Southern, and Western Districts of Texas

### **Publications**

*Taking Off the Kid Gloves: Avoiding Familial-Status Discrimination in Community Associations*, RMWBH Community Association Newsletter (April 2017)

*New Fair Housing Regulations Potentially Expand Community Associations' Liability for Harassment*, RMWBH White Paper (October 2016)

*The DOL Limits "White Collar" Overtime Exemptions, Employers Must Revisit Pay Practices* (co-authored with Clayton Hearn), ACA of Texas, Southwest Collector Connector (July 2016)

*New Compensation Thresholds in FLSA White Collar Exemptions*, RMWBH Employment Law Alert (June 2016)

*Religious and Cultural Diversity Practices in Community Associations* (co-authored with Mia Lorick), Community Association Living, Austin CAI (2nd Quarter 2016)

*Keeping Your Independent Contractors Truly Independent*, RMWBH White Paper (2016)

*Can Employees “Open Carry” Handguns at Work?*, RMWBH Employment Law Alert (June 2015)

*Beware of Disparate-Impact Liability*, RMWBH Fair Housing Alert (June 2015)

*Employees are Given New Rights to Use Employers’ Email Systems*, RMWBH Employment Law Alert (February 2015)

*Houston’s New Equal Rights Ordinance*, RMWBH Fair Housing Alert (January 2015)

*Fair Housing Compliance: Reasonably Accommodating Disabled Homeowners and Avoiding Retaliation* (co-authored with Laura Alaniz), Community Association Living, Austin CAI (1st Quarter 2013)

*Efficacy of Contractual Solutions in the Interstate Enforcement of Covenants Not to Compete*, 51 S. Tex. L. Rev. 783 (2010)