

## S. Wesley Butler

### Partner

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### Services

Business & Finance  
Catastrophic Injury  
Class Action Defense  
Complex Commercial Litigation  
Employment Counseling  
Employment Litigation & Class  
Actions  
ERISA Litigation  
Litigation  
Wage & Hour

### Industries

Energy  
Financial Services  
Health & Life Sciences  
Retail & Consumer Goods  
Technology

Wes Butler focuses his practice on complex commercial litigation, transportation litigation, employment litigation and counseling and ERISA and bad faith litigation. In addition, Mr. Butler has an active commercial and general litigation docket, including a wide variety of tort claims. He represents parties in state and federal court litigation and arbitrations, and has represented creditors in the Northern and Eastern District of Texas Bankruptcy courts. He represents parties in administrative proceedings before the Equal Employment Opportunity Commission, the Texas Workforce Commission and other agencies. He has handled cases in the state and federal courts of Alabama, Arizona, Arkansas, Florida, Georgia, Kansas, Louisiana, Oklahoma, Massachusetts, Mississippi, Nebraska, New Mexico, New York, North Carolina, South Carolina and Texas.

In addition to his litigation practice, Mr. Butler provides counseling and litigation avoidance on all areas of employment law including issues concerning claims under Title VII of the Civil Rights Act of 1964, the Fair Credit Reporting Act, the WARN Act, ERISA, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, discrimination and sexual harassment, defamation in the workplace, negligent hiring, supervision and retention, covenants not-to-compete, employment contracts, and compensation under the Fair Labor Standards Act. He also has experience drafting and implementing arbitration policies and nonsubscriber ERISA plans for employers.

Prior to joining the firm, Mr. Butler was a partner at a litigation law firm based in Dallas, Texas, where his



practice included commercial, transportation, employment, tort, and ERISA/employee benefits litigation.

While attending law school, Mr. Butler was a member and articles editor of the SMU Law Review Association. He also served as a judicial intern in the 14th Judicial District Court, Dallas County, Texas.

Mr. Butler was recognized as a Texas "Rising Star" in 2019 and the nine years immediately preceding and one of the "Up-and-Coming 100" in 2018 and 2019 by *Super Lawyers* magazine.

### **Education**

Southern Methodist University School of Law, J.D. (2004) *cum laude*

University of Virginia, B.A., Foreign Affairs (2001)

### **Admissions**

Texas (2004)

Arizona (2013)

Mississippi (2012)

Oklahoma (2013)

### **Court Admissions**

U.S. District Court for the Northern District of Texas (2004)

U.S. District Court for the Eastern District of Texas (2006)

U.S. District Court for the Southern District of Texas (2006)

U.S. District Court for the Western District of Texas (2006)

U.S. District Court for the Northern District of Mississippi (2017)

U.S. District Court for the Southern District of Mississippi (2017)

U.S. District Court for the Western District of Oklahoma (2017)

U.S. Court of Appeals for the Fifth Circuit (2011)

### **Professional & Community Activities**

American Bar Association, Member

State Bar of Texas, Member

Dallas Bar Association, Member

Arizona Bar Association, Member

Mississippi Bar Association, Member



Oklahoma Bar Association, Member

Dallas Regional Chamber, Member

Transportation Lawyers Association

Business Council for the Arts - Leadership Arts Institute 2017-2018 Class

KidLinks - Board Member

Greenland Hills Neighborhood Association - Board Member, Treasurer

## Insights

### Alerts

DOL Publishes New Rule on Overtime Eligibility

September 25, 2019

### News Releases

Kilpatrick Townsend Attorneys Named 2019 "Rising Stars" by Texas Super Lawyers

April 30, 2019

### Alerts

DOL Proposes Increase to Threshold for the "White Collar" Overtime Exemption

March 11, 2019

### News Releases

Kilpatrick Townsend Attorneys Named 2018 "Rising Stars" by Texas Super Lawyers

March 19, 2018

### Alerts

Judge Issues Order Invalidating DOL Exempt-Employee Salary Rule

September 1, 2017

### Alerts

New Georgia Law Allows Employees to Use Sick Leave for Care of Family Members

May 11, 2017

### News Releases

Six Kilpatrick Townsend Attorneys Named 2017 "Rising Stars" by Texas Super Lawyers



March 22, 2017

[Alerts](#)

Federal Court Halts Implementation of the New White-Collar Exemption Regulations

November 23, 2016

[Alerts](#)

Department of Labor Publishes a Final Rule Establishing Paid Sick Leave Requirements for Federal Contractors

October 4, 2016

[Alerts](#)

EEOC Issues Updated Guidance on Workplace Retaliation

September 2, 2016

[Alerts](#)

OFCCP Updates Sex Discrimination Guidelines for Federal Contractors and Subcontractors

June 15, 2016

[News Releases](#)

Four Kilpatrick Townsend Attorneys Named 2016 "Rising Stars" by Texas Super Lawyers

April 12, 2016