

Craig A. McDougal

Partner

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Services

Employment Litigation & Class
Actions
OSHA Compliance & Litigation
Employment Counseling
Complex Commercial Litigation
Wage & Hour
RIFS & Severance Plans
Litigation
Catastrophic Injury
Government & Regulatory
ERISA Litigation

Industries

Energy Investment
Food, Restaurant & Beverage
Financial Services

Craig McDougal focuses his practice on labor and employment law and complex commercial litigation. He represents parties in state and federal court litigation and in arbitrations. Mr. McDougal represents parties in administrative proceedings before the United States Department of Labor, Occupational Safety and Health Administration, the Equal Employment Opportunity Commission, the Texas Workforce Commission and other agencies.

p>Prior to joining the firm, Mr. McDougal was a partner at Crouch & Ramey, a litigation law firm based in Dallas, Texas, where his litigation practice included commercial claims, labor and employment, transportation, ERISA/employee benefits, and personal injury claims.

While attending law school, Mr. McDougal was an editor for the *Southwestern Law Journal*. Immediately after law school, he served as a clerk for the Honorable Paul N. Brown in the U.S. District Court for the Eastern District of Texas.

Mr. McDougal gives presentations and conducts training programs for clients and provides compliance



information and counseling and litigation defense on all areas of employment law including issues concerning Title VII of the Civil Rights Act of 1964, the American's With Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, discrimination and sexual harassment, covenants not-to-compete, employment contracts, employee benefits under ERISA, compensation under the Fair Labor Standards Act, and nonsubscriber litigation. Besides in Texas, he represents his clients in state and federal courts in Alabama, Arizona, Arkansas, Florida, Louisiana, Mississippi, Nebraska, New Mexico, North Carolina, Oklahoma, South Carolina, and Tennessee.

Mr. McDougal was recognized as a Texas "Super Lawyer" in 2021 and the 14 years immediately preceding by *Super Lawyers* magazine. He is AV Preeminent® rated by Martindale-Hubbell.*

Education

Southern Methodist University School of Law J.D. (1990)

University of Texas at Austin B.B.A. (1987) Finance

Admissions

Texas (1990)

Court Admissions

U.S. Court of Appeals for the Fifth Circuit

U.S. District Court for the Eastern District of Texas

U.S. District Court for the Northern District of Texas

U.S. District Court for the Southern District of Texas

U.S. District Court for the Western District of Texas

Clerkships

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Professional & Community Activities

Dallas Bar Association, Member

American Bar Association, Member

State Bar of Texas, Member

Bar Association of the Fifth Federal Circuit, Member

KIPP Truth Academy, Dallas, Texas, Founding Board Member

KIPP Dallas-Ft. Worth College Preparatory Public Schools, Board Member



Insights

[News Releases](#)

Eleven Kilpatrick Townsend Attorneys Recognized as Texas Super Lawyers and Rising Stars
September 1, 2020

[News Releases](#)

Kilpatrick Townsend Attorneys Named 2019 Texas Super Lawyers
October 22, 2019

[News Releases](#)

Eight Kilpatrick Townsend Attorneys Named 2018 Texas Super Lawyers
September 18, 2018

[Alerts](#)

Second Circuit Becomes the Second Federal Appeals Court to Hold That Title VII Prohibits Sexual Orientation Discrimination
March 1, 2018

[News Releases](#)

Kilpatrick Townsend Attorneys Named 2017 Texas Super Lawyers
October 11, 2017

[Alerts](#)

OSHA Rescinds Policy Allowing Union Access to Nonunionized Facilities
May 2, 2017

[Alerts](#)

The Seventh Circuit Holds That Title VII Prohibits Sexual Orientation Discrimination: Key Takeaways for Employers
April 6, 2017

[Alerts](#)

President Trump Nails Coffin Shut on Federal Contractor “Blacklisting” Under Fair Pay and Safe Workplaces Rule
March 28, 2017



[Alerts](#)

California Continues to Broaden the Scope of Its Equal Pay Law

October 5, 2016

[News Releases](#)

Seven Kilpatrick Townsend Attorneys Named 2016 Texas Super Lawyers

October 4, 2016

[Alerts](#)

California Prohibits Employers from Requiring Out-of-State Litigation and Arbitration

September 28, 2016

[Alerts](#)

NLRB Creates New Headaches for Employers Using Staffing Agency Workers

July 13, 2016

[Alerts](#)

DOL Releases Final Changes to White-Collar Exemption Rule That May Cause Millions of Employees to Become Eligible for Overtime Pay

May 19, 2016

[Alerts](#)

California Shapes Standards for Suitable Employee Seating Requirements

April 7, 2016