

Santiago Soulayrac

Associate

PRACTICE EMPHASIS:

Employment Litigation; Employment Counseling & Transactions

EDUCATION:

J.D., University of Houston Law Center, 2024
Dean's List, Competitions Chair – ADR Team
B.A., *cum laude*, Texas A&M University, 2020
Corps of Cadets

ADMITTED:

State Bar of Texas



Email: ssoulayrac@andrewsmyers.com
Phone: (713) 850-4225
Fax: (713) 850-4211

Profile:

Santiago Soulayrac's practice is devoted to employment litigation and employment policy-related matters. He advises and advocates on behalf of employers on a wide variety of issues, including OSHA investigations, NLRB matters, I-9 compliance, administrative hearings, workplace policies, EEOC compliance, and union negotiations. Born in Mexico City, Santiago is fluent in Spanish.

Affiliations:

State Bar of Texas
Houston Bar Association, Labor & Employment Law Section

Representative Experience:

- Training clients and their human resources professionals to ensure immigration (I-9) compliance
- Settled several individual OSHA Serious Accident Investigations
- Defending clients in overtime/minimum wage cases
- Defending clients against discrimination and retaliation claims, including Title VII, ADA, ADEA, FMLA and NLRB claims
- Successfully prosecuted a real estate fraud claim in State Court
- Advising clients on various employment law matters including wage and hour laws, employment handbooks, EEO policies, restrictive covenants, labor law, internal investigations, human resources best practices, and more
- Drafting employment policies, handbooks, benefits plans, executive agreements, severance agreements, contracts for employment, and leave policies
- Conducting investigations and internal audits to ensure compliance with wage and hour law, immigration law (I-9), EEO laws, Title VII anti-discrimination and retaliation laws, and independent contractor status under the FLSA