

## Zach Carrabine

### Senior Associate

#### PRACTICE EMPHASIS:

Employment Litigation; Employment Counseling & Transactions

#### EDUCATION:

J.D., Tulane University Law School, 2019

B.A., University of Texas at Austin, 2016

#### ADMITTED:

Texas

#### COURT ADMISSIONS:

U.S. District Court, Southern District of Texas

U.S. Court of Appeals, Fifth Circuit



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#### Profile:

Zach Carrabine's practice is devoted to employment litigation and business-related litigation matters. He represents employers and management in a multitude of labor and employment issues including employment discrimination, wage and hour disputes, Form I-9 compliance, retaliation and other workplace related matters. Zach also has experience drafting employment policies, advising on risk mitigation strategies and ensuring regulatory compliance across state and federal jurisdictions.

Prior to joining the firm, Zach honed his legal skills at a Texas-based business litigation firm. While attending Tulane University Law School, he also served as a law clerk in Washington, D.C., for the Office of Chief Counsel of the Department of Transportation's Federal Railroad Administration.

#### Affiliations:

State Bar of Texas

Houston Bar Association, Labor & Employment Law Section

#### Representative Experience:

- Advise private and public employers on employment issues including wage and hour laws, FMLA and ADA compliance, drug and alcohol testing, Form I-9 best practices and audits, and employment policies and handbooks
- Advise and defend employers in DOL, ICE, EEOC and OSHA administrative proceedings
- Prepare employment-related contracts, including confidentiality and non-compete agreements
- Handle various aspects of commercial litigation including pre-trial negotiations, drafting demand letters and petitions, discovery, mediation and trial preparation