HUSCH BLACKWELL



# Kevin Koronka

**PARTNER**

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**OVERVIEW**

## Kevin focuses his practice on labor and employment because he loves working with people. He is passionate about practicing in a field where the law has a strong personal element.

Kevin leads the firm's Labor & Employment practice group.

Frequently working with healthcare systems and providers, Kevin advises and defends employers on a wide range of issues, including high level investigations, leave and accommodation concerns, discrimination and harassment matters, non-competition agreements, reductions in force and sensitive terminations. He sees himself first as a problem solver who enjoys utilizing his industry knowledge to craft solutions to the day-to-day obstacles that arise in employment matters. Clients value his practical approach, as he provides quick and concise answers that minimize legal risk and permit businesses to avoid becoming unnecessarily sidetracked with workforce issues.

While Kevin typically aims to help clients stay in front of problems, at times litigation is unavoidable. When clients do find themselves in court, Kevin is a fierce advocate for their interests.

*"Kevin takes a practical and real-world approach to handling issues of employee claims."*

— Chambers USA 2025

## Industry

Healthcare

## Services

Employee Benefits & Executive Compensation

Employment Class & Collective Actions

Employment Litigation Defense

Healthcare Labor & Employment and Immigration

Healthcare Operations

Healthcare Providers

Labor & Employment

Litigation & Alternative Dispute Resolution

Non-Competes & Restrictive Covenants

Trade Secrets & Business Information Protection

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He also advocates for clients before laws are made, testifying before the Texas legislature on multiple occasions to help clients shape new state laws and regulations. In addition, Kevin regularly provides counsel on how new and proposed legislation may affect workplace policies.

## Featured Experience

### Defusing a PR Disaster

When a client was facing a dispute that could have led to highly negative publicity, Kevin worked quickly to achieve a favorable resolution. A health system executive claimed that she had reported that a hospital was violating numerous safety standards, and was then fired in retaliation for blowing the whistle. The client had a compelling defense; however, the health system also recognized that litigating the matter had the potential to damage its reputation, regardless of the verdict. Understanding the client's priorities, Kevin fought hard to resolve the case outside of court, achieving what the client described as an excellent result with a very favorable settlement.

## Experience

- Defended employer in a two week workers' compensation retaliation jury trial involving life-threatening injuries to employee. Secured complete defense verdict of no liability and zero damages.
- Obtained dismissal of race discrimination and retaliation claims made by longtime employee of nationwide hospital system.
- Achieved complete summary judgment dismissal for Fortune 500 employer and distributor with regard to Title VII disparate impact, hostile work environment and failure to promote claims based upon race.
- Obtained injunctive relief for international employer in enforcing noncompetition agreements of multiple sales representatives attempting to leave company to work for direct competitors.
- Secured defense verdict in week-long jury trial involving age and disability discrimination claims brought by longtime employee of electricity transmission utility.
- Worked with management, in-house counsel and human resources personnel of physician group to provide employee relations strategy, implement new policies and employee code of conduct, and prepare new employee handbook.

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## Experience

- Defended hospital in harassment claim brought by physician against executive and achieved favorable resolution for client.
- Represented home healthcare company in securing dismissal of wage and hour claims brought against it by former employees.
- Assisted healthcare group in evaluation of employee contracts and liabilities in purchase of physician practice.
- Defended healthcare group and management company in Fair Labor Standards Act lawsuit where plaintiffs alleged they were misclassified as independent contractors.
- Secured defense verdict in bench trial involving hostile work environment and retaliation claims for healthcare/real estate investor.
- Assisted hospital client in investigation and defense in whistleblower claims and related administrative and civil actions. Achieved favorable resolution.
- Won arbitration of contract dispute for physician client, resulting in award of substantially all damages, costs and reasonable attorneys' fees.
- Assisted Sutter Health in negotiating the acquisition of five radiation oncology centers—arising out of a Chapter 11 bankruptcy proceeding—from GenesisCare.

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## Recognition

- *Benchmark Litigation*
  - Future Star, 2024-2026
- *Chambers USA*
  - Labor & Employment, 2025-2026
- *The Legal 500 United States*
  - Labor and employment: Workplace and employment counseling, Recommended lawyer, 2026
- *Austin Monthly* magazine
  - Top Austin Attorney, Labor & Employment, 2021-2026
- Thomson Reuters' *Texas Super Lawyers*
  - Super Lawyer, 2024-2025
  - Rising Star, 2013-2019

## Education

- J.D., Baylor University School of Law
  - Order of Barristers
- B.A., St. Edward's University
  - *magna cum laude*

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## Admissions

- Texas
- U.S. District Court, Northern District of Texas
- U.S. District Court, Southern District of Texas
- U.S. District Court, Eastern District of Texas
- U.S. District Court, Western District of Texas
- U.S. Court of Appeals, Fifth Circuit
- U.S. Supreme Court

## Community Leadership

- Dallas HR (Dallas Chapter of Society for Human Resources Management), Board of Directors, 2017
- Dallas HR Employment Law & HR Compliance Committee, 2016-present, Director, 2017
- Habitat for Humanity, 2001-present




2026 Austin Monthly Top Attorneys

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