



Carol Barrera

ASSOCIATE

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OVERVIEW

Carol defends sophisticated clients in labor and employment litigation.

Dually licensed in both Texas and California, Carol offers employers a distinct advantage through her command of these contrasting regulatory environments. Her knowledge ranges from California's stringent, employee-protective framework to Texas's business-friendly approach, enabling her to deliver practical, effective solutions for employers facing challenges in either state—or anywhere in between. This dual perspective allows Carol to anticipate issues and craft tailored strategies that protect business interests while navigating complex and evolving employment regulations.

Carol represents clients in labor and employment litigation, providing strategic solutions to the most complex workplace challenges. She partners with businesses to develop robust defense strategies against high-stakes employment claims, leveraging both the Labor & Employment team's nationwide resources and her own insight into relevant state law. Carol also works proactively with companies to build compliant workplace practices that align with their business goals and minimize litigation risk across all jurisdictions where they operate.

Recognizing the pace of legal and regulatory change, Carol guides employers through today's dynamic workplace landscape—particularly within California's demanding environment and Texas's evolving legal framework. She helps clients adapt to shifting laws and regulations that change with each administration and political cycle, ensuring continuity and compliance even during periods of uncertainty. Carol's services include crafting employment agreements, non-compete and confidentiality agreements, and termination

Services

Employment Litigation Defense

Labor & Employment

HUSCH BLACKWELL

documents tailored to both Texas and California law; developing employee handbooks and workplace policies that address the requirements of each state; defending against wage and hour class actions and PAGA claims in California as well as collective and misclassification actions in Texas; developing strategic responses to discrimination claims under both Texas Labor Code Chapter 21 and California's FEHA; guiding compliance efforts with state-specific mandates such as the Texas Payday Law and California's wage and hour laws; representing employers before the EEOC, Texas Workforce Commission, and California Civil Rights Department; and conducting thorough internal workplace investigations.

Beyond traditional employment law, Carol's practice extends to adjacent legal matters critical to employers, such as trade secret protection, non-compete enforcement, defamation and privacy claims, whistleblower and False Claims Act defense, tortious interference, contract disputes, business agreement enforcement, Texas Citizens Participation Act claims, and Texas Residential Construction Liability Act cases.

Education

- J.D., Texas A&M University School of Law
 - *cum laude*
 - *Texas A&M Journal of Property Law*, Articles Editor
- B.A., University of Texas at Dallas
 - *cum laude*

Admissions

- Texas
- California



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