

Fisher Broyles

Name: M. Wilson Stoker

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Direct: +1.571.236.7300

Office: Austin

Practice Areas: Employment; Arbitration & Mediation; Class Action Defense

Bar Admissions: Texas; New York

Education: Case Western Reserve University; Ithaca College

Experience: Jackson Lewis; Cokinos Young

Wilson Stoker is an employment law counselor and mediator who is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. Wilson provides companies with practical, proactive advice. He regularly works with management to resolve day-to-day personnel issues such as leave abuse, discipline, and termination. Wilson frequently conducts workplace training, and provides compliance assistance in all areas, including harassment investigations, auditing human resources practices, handbook policies, and general counsel advice.

As a mediator, Wilson's substantial employment law experience allows him to offer nuanced insight to resolve employment-related disputes. Twenty years of practicing employment law, in and out of court, gives Wilson the tools needed as a mediator to get cases settled.

Wilson has litigated a wide range of employment lawsuits in state and federal courts and administrative agencies throughout the United States. Wilson has defended businesses against allegations involving FMLA, ADA, FLSA, wage and hour, Title VII harassment, discrimination, and retaliation, as well as state law claims. Wilson has worked with employers across industries to successfully defend DOL, EEOC, and TWC complaints and investigations. In addition, Wilson has particular experience assisting government contractors with all aspects of OFCCP affirmative action compliance, including developing and maintaining affirmative action plans.

Wilson drafts, reviews, and enforces non-disclosure, non-compete, and executive employment agreements for compliance with federal, state, and local laws. This includes enforcement of agreements on behalf of companies and individuals through negotiations, temporary injunctions, and litigation.

Wilson is a frequent speaker on hot-button labor and employment law issues, including social media, harassment, and disability accommodations.

During law school, Wilson clerked for the Honorable John M. Manos, U.S. District Judge for the Northern District of Ohio. Prior to law school, he worked as a financial analyst for Lehman Brothers in New York City. Wilson is originally from Buffalo, NY.

Presentations

- New Rules on Non-Competes & Severance Agreements, Central Texas Compensation & Benefits Association, December 2023
- A.I. in the Workforce – Trends in the Law, HR Southwest Conference, October 13, 2023
- What to watch in 2024 – Employment Law Update, National PEO, November 1, 2023
- Texas Employment Law Update, Private Nationwide Restaurant, March 2023
- Wage & Leave Issues in the Remote World, Austin SHRM, March 2022
- Employment Law In the Pandemic, Wilco HR Association, July 2020
- Back to School in Covid Times – FFCRA & Related Issues, Association of Builders & Contractors, Central Texas, September 2020
- Critical Employment Law Issues Covid-19 (Month 7), San Antonio Association of Underwriters, September 2020
- Critical Employment Law Issues Covid-19 (Month 3), Construction Financial Management Association Texas Chapter, May 2020
- Office Romance in the #MeToo Era, San Antonio Bar Association, February 2020
- Preventing Sexual Harassment in the Workplace, December 2019
- Nuts & Bolts of Hiring & Firing, CTSA Legal Conference, October 2019
- HR Law Hot Topics, September 2019, Construction Financial Management Association
- Creating a Disability- Workforce Legally SHRM Austin, October 2018
- HR Law Hot Topics – Don't get burned!, Construction Financial Management Association, San Antonio, September 2018
- Responding To Employees Reasonable Accommodation Requests, San Antonio Bar Association, July 2018

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- Legally Monitoring Employees' Social Media under NLRB & EEOC Regulations, SHRM San Antonio,
- Using The Law To Avoid Pitfalls of Bad Hiring, Diversity Summit March 2016

Private Trainings

- Anti-Harassment Training and Employment Law Compliance training for management and employees (law firms, construction, fitness, retail, technology, government contractors, media, higher education, staffing companies)
- Ethics, Behavior & Sexual Harassment Training (Housing Authorities & Government Agencies)
- Proper Management Techniques – A Legal Perspective (construction, manufacturing, media, restaurant & retail companies)
- Managing the C-Suite, Investigating Misconduct Allegations (National Restaurant Chain HR Training)
- Managing Leave & Accommodation Requests, management & HR training (construction, technology and retail companies)
- Legal Diverse Education on Employment Practices (construction industry)
- OSHA's Multi-Employer Workplace Doctrine

Recognitions

- Super Lawyer, Employment Law 2022 & 2023 (by Thomson Reuters)
- Texas Board Of Legal Specialization, Labor & Employment Law (2017 to present)

Community Involvement

- Board of Trustees, Leukemia & Lymphoma Society (2020 to present)
- Texas Bar Foundation (2019 to present)