



JOSEPH W. GAGNON

Partner

Houston

713.292.5613

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Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials

Industry Focus

- Automotive Dealership
- Energy
- Manufacturing

OVERVIEW

Joe Gagnon is a Partner in the firm's Houston office. He is an experienced trial attorney who defends employers in litigation and arbitration filed in every region of Texas.

Joe's broad experience includes the defense of discrimination and discharge claims brought under Title VII, Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), and whistleblower statutes. He routinely defends state law claims including workers' comp retaliation, breach of contract, fraud, defamation, malicious prosecution, and assault.

Joe also represents several Texas-based non-subscribing employers against claims of negligence, and associated benefits claims filed under the Employee Retirement Income Security Act (ERISA).

He frequently provides preventive services to reduce the likelihood of litigation, including general consultation, management and employee training, development of employment policies, and consultation regarding legislative current events and judicial trends.

Recent Experience

- Litigation of various matters avoided with early engagement and dialogue, saving clients from incurring substantial litigation costs.
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Credentials

Education

- University of Texas School of Law, J.D., 1993
- Texas Christian University, B.S., cum laude, 1990

Bar Admissions

- Texas

Court Admissions

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

- Recognized in *The Best Lawyers in America* (2021 - 2026)
- "AV" Peer Review rating with Martindale-Hubbell

Affiliations

Professional Activities

- General Counsel, Board of Directors, HR Houston (2024 - present)
- Member, Houston Bar Association
- Member, Texas Association of Defense Counsel
- Member, State Bar of Texas – Labor and Employment Section
- Member, State Bar of Texas – Appellate Section

INSIGHTS

Event

Nov 18, 2025

Houston Employment Law Seminar

Publication

Sep 22, 2025

Republished Insight: Texas Employers Should Prepare for Uptick in Cannabis Use and Accommodation Requests as State Expands Medical Marijuana Law

Insights

Jul 16, 2025

Texas Employers Should Prepare for Uptick in Cannabis Use and Accommodation Requests as State Expands Medical Marijuana Law

Insights

Jun 13, 2025

Texas Supreme Court Lets Employers Shift Fault To Third Parties In Worker Injury Suits: Key Takeaways For Workers' Comp Nonsubscribers

Workplace Law Update: 10 Essential Items on Your September To-Do List

10 Biggest Takeaways for Employers as Federal Appeals Court Expands Scope of Anti-Bias Law