



Fred Gaona

Partner

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Rosewood Court
2101 Cedar Springs Road, Suite 900
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Houston, TX 77002

Industries

Manufacturing

Practice Areas

Labor & Employment

Collective Bargaining &
Arbitrations

Employment
Discrimination & Wrongful
Termination

Franchise & Distribution

Health Care

Trade Secrets &
Covenants Not to
Compete

Wage & Hour

Workers' Compensation

Bar Memberships

Texas

Fred practices in all types of labor and employment disputes, including claims under Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family Medical Leave Act, the Fair Labor Standards Act and numerous state statutes. Fred also handles disputes involving unfair competition issues, including non-competition agreements, non-solicitation agreements, confidentiality agreements and misappropriation of trade secrets. He has successfully defended employers against a variety of high-stakes claims through dispositive motions, skillful negotiation and aggressive litigation when necessary. Fred has worked with clients in many different industries, including transportation, energy, retail, and construction.

He often steps outside of his employment practice to handle general litigation matters, including cases involving breach of contract, collections and premises liability. Fred has handled workers compensation matters and successfully argued and won a workers compensation matter before an administrative law judge. Fred also has significant experience defending class action and collection action lawsuits. Fred has successfully represented clients in arbitration including matters involving a collective bargaining agreement.

He is certified in alternative dispute resolution and available to help individuals and businesses reach a compromise in all types of labor and employment disputes.

Fred is a regular speaker on a variety of employment law issues, including the numerous federal and state regulations impacting employers, Texas arbitration law, workers compensation law, sexual harassment and electronic issues in the workplace.

Other Info About Fred

Experience

Regularly conducts workplace investigations

Counsel and represent employers in litigation in employment-related matters including age, race, national origin, disability and sex discrimination charges, and sexual harassment claims, wrongful termination suits, defamation actions, family leave issues, employee benefits, health and safety matters, and wage-hour disputes

Represents corporate clients in arbitrations brought pursuant to collective bargaining agreements

Frequently trains executives and managers on compliance issues related to labor and employment law

Successfully represented corporate client on appeal before the 5th Circuit Court of Appeals

Won workers compensation matter before administrative law judge

First chair trial experience

Education

The Ohio State University Moritz College of Law, J.D., 2000

ABA negotiation team

CALI Award recipient

University of Notre Dame, B.A., 1995

cum laude

Recognition

The Best Lawyers in America®, Litigation – Labor and Employment, 2024–2027; Employment Law – Management, 2025–2027

Texas Minority Counsel Program (TMCP) Trailblazer Outside Counsel of the Year award (2016)

Texas Super Lawyer (2014)

Texas Super Lawyer "Rising Star" (2007 – 2012)

Professional Affiliations

American Bar Association

State Bar of Texas, Employment Law Section

Board of Directors, Dallas Hispanic Law Foundation (2012–2013)

Co-Chair, Texas Minority Counsel Program (2011–2012)

Board of Directors, Dallas Hispanic Bar Association (2009–2010)

Elected Secretary of the Hispanic Issues Section of the State Bar of Texas (2008–2009)

Notre Dame Club of Dallas

Civic Activities

AVANCE North Texas, Board of Directors

Firm Committees

Diversity, Equity, Inclusion & Belonging Committee, Member

Featured Articles

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[FTC Non-Compete Ban on Life Support](#)

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[Maintaining Employee Medical Information and COVID-19](#)

[Thinking About Implementing a Mandatory COVID 19 Vaccine Policy? Here Is What to Consider](#)

[Texas Governor Bans State Mask and Vaccine Mandates](#)

[Texas Ends Mask Mandate and Most COVID-Related Restrictions](#)

[Fifth Circuit's Rejection of Lusardi and Sushan Approaches and the Establishment of New Standard in FLSA Collective Actions](#)

[Texas Governor Permits Most Businesses to Operate at 75% Capacity](#)

[Texas Governor Imposes New Restrictions and Pauses State Reopening](#)

[Dallas County Requires Health and Safety Policies for All Commercial Entities](#)

[Supreme Court Rules LGBTQ Employees Are Protected Under Title VII](#)

[FBT COVID-19 Team: Texas Governor Orders "Phase Two" of Texas Reopening](#)

[FBT COVID-19 Team: Texas Governor Orders Phased Reopening \(May 8 Update\)](#)

[Texas Developments, Week of April 20, 2020](#)

[Texas Employers Risk Additional Expense if Action is Not Taken](#)

[COVID-19 Team: Texas Developments \(Updated April 7, 2020\)](#)

[Employer Update: Amended "Families First Coronavirus Response Act" Signed into Law](#)

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