



Frank P. Kinson

Attorney / Of Counsel

Areas of Concentration

-Labor & Employment Law
-Litigation

Education

University of Illinois College of Law
Juris Doctorate

Southern Illinois University
B.A. in Philosophy (with minors in
Asian Studies, Japanese, Spanish,
Psychology & Speech
Communications)
cum laude

Admission & Qualifications

State Bar of Texas
State Bar of Georgia*
State Bar of Illinois*

U.S. Fifth Court of Appeals
U.S. District Court, Western District
of Texas
U.S. 11th Circuit Court of Appeals
U.S. District Court, Northern District
of Georgia
U.S. District Court, Northern District
of Illinois

Languages

English
Spanish (Intermediate)
Japanese (Intermediate)

Contact Information

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Frank Kinson recently joined ScottHulse as Of Counsel after a 25-year legal career that combines experience as in-house counsel for one of El Paso's largest privately held employers with a decade of prior practice with large, international law firms.

Mr. Kinson has extensive practical knowledge of labor and employment laws including the ADA, ADEA, EPA, FMLA, FLSA, Title VII and similar state laws, as well as traditional labor matters like union recognition, collective bargaining, ULPs, and grievance arbitrations. He also has experience with contract law, OFCCP audits, OSHA investigations, non-regulatory civil litigation, multi-district litigation, class and collective actions, and various compliance policies.

Mr. Kinson served on active duty in the Army, deployed from Fort Bliss as a cavalry scout, and is a veteran of the Persian Gulf War. Afterwards he earned a commission and served in the Illinois ARNG as a platoon leader and company XO while earning his degrees. He also has served on several local nonprofit boards including the Rotary Club of El Paso, USO El Paso Advisory Council, BSA Yucca Council, Big Brothers Big Sisters of El Paso, and the El Paso Opera.

Representative Cases

- **Policy Reviews.** Created and revised dozens of employment policies to ensure compliance with related employment laws and company policies.
- **Discrimination Charges.** Prepared dozens of Position Statements in response to discrimination charges brought with state and federal agencies.

- *Grievance Arbitrations*. Resolved dozens of collective bargaining agreement grievance arbitration requests with the International Brotherhood of Electrical Workers.
- *Collective Bargaining*. Represented management in six collective bargaining agreement renewals with the International Brotherhood of Electrical Workers.
- *Unfair Labor Practice Charges (ULPs)*. Represented management in responding to multiple unfair labor practice charges brought by the International Brotherhood of Electrical Workers.
- *Multi-State Wage and Hour Class-Collective Actions*. Coordinated defense expert testimony for a Fortune 100 retailer sued in 40+ states for alleged wage and hour violations.
- *Moore et. al. v. The Winston School San Antonio et al.*, (State Court) Jury verdict for client (school), re alleged liability for a former teacher's alleged conduct. Appeal denied 2002.

Presentations & Publications

- *Contributor*. Chapter re Disability Discrimination for 4th Edition of ABA Employment Discrimination Law Handbook by Lindemann & Grossman 4th Ed. (2006)
- *Co-Author*. Chapter re Servicemembers Civil Relief Act for Illinois Institute for Continuing Legal Education. Military Service and the Law (2009)
- *Co-Author*. Law360 Article re Passing the Integrated Employer Text Under the Sarbanes-Oxley Act (Aug. 31, 2009)

Organizations

- El Paso Bar Association-Current Member
- American Bar Association-Former Member
- Federal Bar Association-Former Member