



### **Zachery A. Grigg** Associate Attorney

#### **Areas of Concentration**

Labor & Employment  
Litigation  
Education Law  
Employment Practices Liability

#### **Education**

Southern Methodist University,  
Dedman School of Law  
Juris Doctor

New Mexico State University  
Master of Public Administration  
Bachelor of Arts, Sociology

#### **Admission & Qualifications**

State Bar of Texas  
Western District of Texas  
United States Court of Appeals  
Fifth Circuit

#### **Contact Information**

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Mr. Grigg is an accomplished academic and professional with over fourteen years of experience in both the public and private sectors. He earned his Juris Doctorate from the SMU Dedman School of Law in 2024, where he distinguished himself through his academic performance and legal practice. Mr. Grigg also holds a Master of Public Administration degree from New Mexico State University, complementing his deep understanding of law with a strong foundation in public policy and administration.

Throughout his legal education, Mr. Grigg received numerous accolades, including induction into the Order of the Barristers and the Phi Delta Phi legal honors society, recognizing his advocacy skills and academic excellence within the top 25% of his class. His commitment to pro bono work earned him the "Special Services to the Council Award" from the Immigration & Nationality Law Section of the State Bar of Texas.

Before becoming an attorney, Mr. Grigg served as an Instructor of Political Science at El Paso Community College and as an Adjunct Professor of Sociology at New Mexico State University. His legal career also includes clerkships with Justice Amanda L. Reichek at the Texas Fifth District Court of Appeals and at law firms specializing in personal injury, immigration law, and consumer protection.

In his legal practice, Mr. Grigg defends employers against workplace litigation and compliance matters, including those related to Title VII, FLSA, ADEA, ADA, FMLA, OSHA, and union-related issues under the NLRA and NLRB. He provides strategic counsel to businesses on employment law, focusing on both prevention and strong legal defense.

Mr. Grigg is experienced in offering training and advice to help employers proactively prevent legal disputes, while also aggressively defending against claims brought before agencies like the EEOC, the Texas and New Mexico Commissions on Human Rights, as well as workers' compensation claims. Mr. Grigg has represented employers in a variety of discrimination and workplace-related claims, such as those based on race, sex, age, disability, religion, and national origin. He has successfully resolved numerous claims, administrative charges, and investigations involving harassment, retaliation, and wage-and-hour issues. He is also a certified mediator.

Beyond litigation, Mr. Grigg provides counsel on a range of labor and employment matters, including governmental audits from agencies like ICE and DOL.

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His commitment to advancing equity and justice drives his work in both education and legal practice, he proudly serves the Borderplex as part of the distinguished attorneys at ScottHulse.

## Organizations

- El Paso Bar Association
- El Paso Young Lawyers
- Dallas Young Lawyers Association
- Dallas Bar Association
- The American Criminal Justice Association