

Haynes Boone Expands Labor Capabilities with Addition of Partners Derek Lipscombe and Alex Pratt

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Haynes Boone continues to build momentum in its national [Labor and Employment Practice Group](#) with the addition of Partners [Derek Lipscombe](#) and [Alex Pratt](#) in Dallas, marking the firm's fourth and fifth lateral partner hires in the group since 2025. The continued investment reflects a broader strategy to expand the firm's labor capabilities and deepen its ability to serve clients across the full spectrum of workplace matters.

Lipscombe joins Haynes Boone after more than 20 years as in-house counsel, most recently at Toyota, where he advised on labor and employment matters across manufacturing, logistics, warehousing, sales and marketing operations. His experience working directly with business leaders provides a practical, operational perspective on workforce challenges.

Pratt joins from Perkins Coie, where he represented employers in traditional labor and employment matters, including union organizing campaigns, unfair labor practice charges, labor litigation and proceedings before the National Labor Relations Board. His practice focuses on helping companies proactively manage labor risk and navigate evolving workplace regulations.

The additions of Lipscombe and Pratt build on the firm's continued expansion of its Labor and Employment Practice Group in Dallas, following the arrivals of Partners [Jason Elliott](#), [Ann Marie Painter](#) and [April Goff](#) and Associate [Emmy Edwards](#) over the past year, all of whom joined from Perkins Coie.

"Derek and Alex bring extraordinarily valuable experience that will enhance our labor capabilities," said [Henson Adams](#), chair of Haynes Boone's Labor and Employment Practice Group. "Derek offers an in-house perspective, while Alex brings strong private practice experience advising employers through complex labor matters. We are excited to add them as we continue to find solutions for the complex problems of our clients."

Prior to his lengthy in-house career, Lipscombe practiced labor and employment law in private practice, representing employers in litigation, labor arbitrations, collective bargaining matters and labor relations disputes. He is a former board president of the Dallas-Fort Worth chapter of the Association of Corporate Counsel and remains active in legal and community organizations throughout Texas.

Pratt has advised clients across a wide range of industries, including manufacturing, automotive, technology and e-commerce, and he regularly works with management teams on proactive labor strategies designed to minimize risk and strengthen employee relations.

"After more than 20 years in-house, I was looking for a new challenge and the opportunity to build something with lasting impact," Lipscombe said. "Haynes Boone stood out for its Texas roots, its reputation and the people within the firm. I'm very excited to help grow the firm's labor capabilities alongside Alex."

“Haynes Boone is making a clear commitment to growing its labor capabilities, which was incredibly exciting to me,” Pratt said. “Derek and I will bring great perspective shaped by decades working with major organizations, and I’m excited to build on that experience as we continue expanding the practice.”

The firm’s [Labor and Employment Practice Group](#) advises and represents employers in a wide range of matters, including labor-management relations, wage-and-hour issues, internal investigations, executive compensation, unfair competition litigation, immigration counseling, workplace safety and health, discrimination and harassment claims, whistleblower matters, executive compensation and employee benefits. The group represents domestic and international businesses across industries, helping clients align legal strategies with business objectives.