## Alex Pratt

**Partner**
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RELATED PRACTICES Traditional Labor Law, Crisis Management, Labor and Employment

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Alex Pratt is a partner in the Labor and Employment Practice Group at Haynes Boone's Dallas office. He focuses on advising employers on their most complex labor and employment challenges with a focus on response to union organizing, unfair labor practice investigations and litigation, collective bargaining, labor arbitrations, and National Labor Relations Act compliance. Working with management-side clients across the automotive, aerospace, technology, financial services, manufacturing, energy, transportation, facility management, and nonprofit sectors, Alex advises on labor-management relations and represents employers before the National Labor Relations Board, including in election and unfair labor practice hearings. He regularly counsels clients on compliance with the National Labor Relations Act by providing high-level advice on union campaign strategy and developing trainings for managers and other stakeholders.

In his employment practice, Alex helps employers navigate workplace issues including hiring, discipline, termination, internal investigations, and the Worker Adjustment and Retraining Notification Act. He assists clients from early advice through litigation, mediation, depositions, and hearings.

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## SELECTED CLIENT REPRESENTATIONS

- Partnered with senior leaders at large automotive, manufacturing, logistics, and technology companies to develop protocols for responding to union organizing and other protected concerted activity.
- Developed and ran campaign where the employees overwhelmingly rejected unionization at critical and specialized automotive supplier.
- Successfully represented a major automotive manufacturer before the National Labor Relations Board regarding a union's effort to organize a micro-unit at a large manufacturing facility.
- Created and conducted multi-day employee engagement trainings for major automotive manufacturer that was presented to senior management and HR employees across all of their U.S. operations, including its call centers, warehouses, and logistics operations.
- Successfully represented aerospace company in a multi-week unfair labor practice hearing that ultimately resulted in the company prevailing on all charges.
- Successfully defended technology company in a high-profile unfair labor practice proceeding that resulted in the Labor Board dropping all charges related to employee discipline and unlawful discharge.

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- Successfully represented facility management company at a pre-election hearing to defeat a union's efforts to organize a multi-site bargaining unit of critical facility engineers.

**Some of these representations were handled prior to joining Haynes Boone.*

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## PUBLICATIONS AND SPEAKING ENGAGEMENTS

- "Four More Years: What Shawn Fain's Reelection Means for Automakers, Parts Suppliers, and Other UAW Targets," co-author, Haynes Boone Client Alert, October 27, 2026.

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## QUALIFICATIONS

### EDUCATION

- J.D., University of Texas at Austin School of Law, 2017,

  with honors

- B.B.A., Real Estate Finance, Southern Methodist University, 2014,

  cum laude

- B.S., Economics with Financial Applications, Southern Methodist University, 2014,

  magna cum laude

### ADMISSIONS

- Texas

### COURT ADMISSIONS

- 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

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## QUESTIONS AND ANSWERS

**What types of labor matters do you handle for employers?**

I advise employers on labor-management relations, union organizing campaigns, unfair labor practice proceedings, collective bargaining, labor arbitrations, and compliance with the National Labor Relations Act. My practice is focused on management-side representation.

**How do you assist employers in National Labor Relations Board matters?**

I represent employers in matters before the National Labor Relations Board. This includes representing them in unfair labor practice proceedings and in election hearings involving disputes concerning the scope and composition of bargaining units.

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**Which industries do you serve?**

I work with management-side clients in the automotive, aerospace, technology, financial services, manufacturing, energy, transportation, facility management, and nonprofit sectors. That industry range informs my approach to labor-management issues while keeping the advice grounded in each employer's circumstances.

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