

**RICHARD L. CLIFTON, JR.**

Richard L. Clifton, Jr. is a San Antonio-based management-side labor and employment attorney who represents employers—including national companies, major regional organizations, and public entities—in state and federal courts across the country. He defends employers against claims involving discrimination, harassment, retaliation, disability accommodation, protected leave, wrongful termination, and wage-and-hour issues. Richard also handles select business litigation, including contract disputes and commercial collection matters, and represents clients on appeal.

Richard primarily defends employers in state and federal litigation, handling matters through discovery, dispositive motions, trial preparation, and appeal. He also represents employers in administrative proceedings before the Equal Employment Opportunity Commission, the Texas Workforce Commission, and other state agencies. His practice focuses on claims under Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Family and Medical Leave Act. He has handled employment matters for clients in the transportation and logistics, retail and pharmacy, public utility, and manufacturing industries.

Richard's litigation strategy emphasizes candid risk assessment and development of the factual record and legal arguments needed to position cases for resolution on summary judgment. He considers early resolution where appropriate and prepares each matter with dispositive motion practice and any potential appeal in view.

Richard's prior government and judicial experience includes service on a felony trial team at the Bexar County District Attorney's Office and as a staff attorney to Justice Yvonne T. Rodriguez of the Eighth Court of Appeals of Texas, where he researched complex appellate issues and drafted judicial opinions. He also clerked for U.S. Magistrate Judge D. Gordon Bryant in the Northern District of Texas and U.S. Magistrate Judge Henry J. Bemporad in the Western District of Texas.

EDUCATION

J.D., University of Mississippi School of Law, *cum laude*

B.A., Southern Methodist University

AREAS OF PRACTICE

Labor & Employment

Business Litigation

REPRESENTATIVE MATTERS

- Obtained full summary judgment in numerous federal and state employment cases.
- Secured full affirmances of summary-judgment victories in both the Fifth and Ninth Circuits.
- Serves as appellate counsel in Texas commercial disputes.

AWARDS AND HONORS

Best Lawyers in America: Ones to Watch®, Labor and Employment Law – Management and Litigation – Labor and Employment, 2023 – 2026

Top Labor and Employment Attorney, *San Antonio Magazine*, 2025

San Antonio's Best Labor And Employment Lawyers, Scene in S.A., 2021 – 2024

Rising Star San Antonio Lawyer, Scene in S.A., 2022 – 2024

Top Labor and Employment Attorney, San Antonio Magazine, 2021 – 2023

ARTICLES AND PRESENTATIONS

Co-Presenter, "After Ames: What HR Needs to Know About Discrimination & Retaliation Claims," SHRM San Antonio Employment Law Conference, September 2, 2026

Author, "Your Employees Are Already Using AI. Is Your Workplace Ready?," *San Antonio Business Journal*, September 1, 2026

Co-Presenter, "Employment Law for Remote Workers," Texas Young Lawyers Association Western States Regional Summit, May 21, 2022

PROFESSIONAL AND COMMUNITY ACTIVITIES

Chair, Labor and Employment Law Section, San Antonio Bar Association, 2026–2027

President, San Antonio Young Lawyers Association, 2025 – 2026

Vice Chair, Labor and Employment Law Section, San Antonio Bar Association, 2025 – 2026

President-Elect, San Antonio Young Lawyers Association, 2024 – 2025

Vice President, San Antonio Young Lawyers Association, 2023 – 2024

Secretary, San Antonio Young Lawyers Association, 2022 – 2023

Secretary, Labor and Employment Law Section, San Antonio Bar Association

Director, El Paso Young Lawyers Association

Fellow, Texas Bar Foundation

ADMISSIONS

Texas

U.S. Courts of Appeals for the Ninth Circuit

U.S. District Courts, Eastern District of Texas

U.S. District Courts, Northern District of Texas

U.S. District Courts, Southern District of Texas

U.S. District Courts, Western District of Texas

U.S. District Court, District of Colorado

U.S. District Court, Central District of Illinois

U.S. District Court, Eastern District of Wisconsin