



It says what?!

*cases, statutes, and rules that surprised us. . . or them*

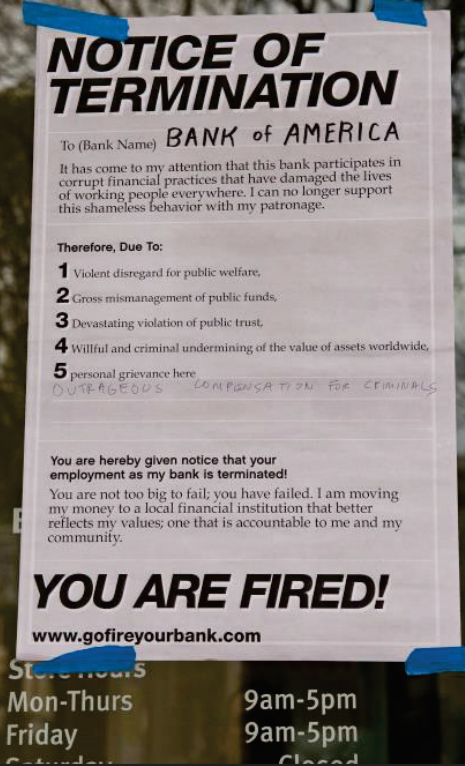
1

before suit

2

# sol runs from notice

*Phillips v. Leggett & Platt, Inc.*,  
685 F.3d 452, 454 (5th Cir. 2011).



3

## 180 days to file?

“A person who alleges a violation of Subsection (a) must sue under this section **before the 180th day** after the date the alleged violation occurred or was discovered by the employee through the use of reasonable diligence.”

TEX. HEALTH & SAFETY CODE § 161.134(h).

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## 180 days to file?

“[N]o complaint shall issue based upon any unfair labor practice occurring more than six months prior to the filing of the charge with the Board and the service of a copy thereof upon the person against whom such charge is made . . .”

National Labor Relations Act § 10(b).

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## Title VII unique venue provision



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