



# TEXAS EMPLOYMENT LAWYERS ASSOCIATION

**David L. Wiley, President**  
*Dallas*

**Kyle Cole, Treasurer**  
*Dallas*

**Sue Allen, Secretary**  
*Fort Worth*

**Website:**  
[www.mytela.org](http://www.mytela.org)

---

**Directors:**

Chris Benoit  
*El Paso*

David Holmes  
*Houston*

Connor Throckmorton  
*Houston*

Melissa Jacobs  
*Austin*

Edith Thomas  
*Fort Worth*

Brian Sanford  
*Dallas*

Chris McKinney  
*San Antonio*

Glen Mangum  
*San Antonio*

Trang Tran  
*Houston*

Margie Harris  
*Houston*

**Past Presidents:**

Margie Harris, *Houston*  
(1998-2003)

Ken Molberg, *Dallas*  
(2003-2007)

Kathy Butler, *Houston*  
(2007-2012)

Brian Sanford, *Dallas*  
(2012-2015)

Susan Motley, *Denton*  
(2015-2017)

Malinda Gaul, *San Antonio*  
(2017-2019)

June 8, 2020

To Whom it May Concern:

The Texas Employment Lawyers Association is a voluntary association of lawyers who protect the rights of workers throughout the State of Texas. We stand with people who oppose prejudice and discrimination against black people. We stand with people who opposed discrimination against black people decades ago and those opposing it today.

We need system-wide change. Piecemeal prosecution of individual instances of race-based discrimination — in policing, housing, schools, voting, public accommodations, and employment — can bring change. But we see laws designed decades ago to guarantee equality being diluted. We see black people denied the right to have their cases of discrimination heard in their own communities by a jury of their peers.

We need system-wide change. Here are changes we support:

We can eliminate the judge-created doctrine of qualified immunity. Government officials hide from liability for retaliating against those who speak out about discrimination against black people. Learn more here: <https://lpgeorgia.com/end-qualifiedimmunity/>

We can eliminate “summary” judgment in race discrimination cases — the procedural device by which companies and governments hide discrimination by having judges, rather than a jury of people from our communities, decide what constitutes race discrimination. Learn more here: Suja A. Thomas, *Why Summary Judgment Is Unconstitutional*, 93 VA. L. REV. 139 (2007) (<https://virginialawreview.org/sites/virginialawreview.org/files/139.pdf>).

We need system-wide change. Black Lives Matter.

Sincerely,

David L. Wiley