



BELLNUNNALLY

Sydney A. Shimkus

Partner

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TAKING THE TIME TO CAREFULLY LISTEN TO A CLIENT'S GOALS AT THE OUTSET, SYDNEIE APPROACHES EACH CASE BY WISELY PICKING THE BATTLES THAT WILL LEAD TO THE MOST EFFECTIVE AND EFFICIENT PATH FORWARD. WHETHER ENGAGED IN A CONTENTIOUS BUSINESS DISPUTE OR COUNSELING ON EMPLOYMENT COMPLIANCE, SHE HELPS CLIENTS NAVIGATE TO PRODUCTIVE RESOLUTIONS.

Sydney's practice balances a mix of commercial litigation and labor and employment counseling on behalf of clients in a wide range of industries, including home health care, home security, manufacturing and telecommunications. She is experienced with both arbitration proceedings and jury trials in state and federal courts, as well as claims before various administrative bodies.

Commercial Litigation

Helping clients resolve a broad array of commercial disputes, Sydney's litigation experience includes matters related to contract disputes, misappropriation of trade secrets, covenants not to compete and fraud. She has also represented clients in a number of real estate disputes, including landlord-tenant disputes and construction litigation.

Labor and Employment

Working closely with business managers, in-house legal departments and human resources managers, Sydney provides guidance to ensure compliance with a wide array of federal, state and local employment laws, including Title VII, the Fair Labor Standards Act (FLSA) and the Family Medical Leave Act (FMLA). She advises employers regarding wage and hour compliance, employee handbooks, and handling difficult termination decisions. In addition, Sydney defends companies that are not subscribers to the Texas Workers' Compensation system against tort claims and has defended employers against claims of discrimination, harassment and retaliation before the Texas Workforce Commission (TWC), United States Equal Employment Opportunity Commission (EEOC), and in both state and federal court.

During law school, Sydnie served as Judicial Intern for the Hon. Judge Benjamin Smith, 380th District Court, Collin County, Texas. In addition to participating in law firm clerkships, she gained insights into corporate legal operations through her roles as a Legal Intern with Lennox International and Legal Extern with Hewlett-Packard.

Sydnie contributes pro bono hours to the Human Rights Initiative, an organization dedicated to assisting individuals seeking asylum in the United States because of past persecution or fear of future persecution in their home countries.

Representative Experience

- Successfully represented a Texas-based financial institution against allegations of age discrimination, resulting in the Travis County District Court granting summary judgment and dismissing the claims with prejudice. After full briefing on appeal, the Texas Third Court of Appeals in Austin affirmed this outcome, securing a complete victory.
- Represented a commercial real estate investor as a part of a team in a jury trial regarding a real estate contract dispute, resulting in a multimillion-dollar verdict in favor of the client.

Noteworthy

- Named to *The Best Lawyers in America*® "Ones to Watch" List, 2021–2025
- Selected by attorney peers for inclusion in *Texas Super Lawyers Rising Stars*®, Thomson Reuters, 2023–2024

Activities and Memberships

- The Higginbotham Inn of Court
 - Associate
- Leadership Council on Legal Diversity
 - Pathfinder, 2021
- SPCA of Texas - Young Professionals
 - Steering Committee
 - Paws Cause Co-Chair, 2022

- Dallas Bar Association
 - Member
- Dallas Association of Young Lawyers
 - Leadership Class, 2019

Publications

- "Cybersecurity Guidance for Employee Health and Welfare Plans," Bell Nunnally Client Alert, author; May 27, 2025.
- "Top Five Tips for ERISA Compliance," Bell Nunnally Client Alert, author; May 13, 2025.
- "Major Rescissions from the Office of the General Counsel," Bell Nunnally Client Alert, co-author; February 19, 2025.
- "The Fifth Circuit Strikes Down the DOL's Final Tip Credit Rule," Bell Nunnally Client Alert, co-author; August 29, 2024.
- "Department of Labor Announces Proposed Retirement Security Rule," Bell Nunnally Client Alert, co-author; February 16, 2024.
- "How the DOL's Rule Changes the Standard for Classifying Independent Contractors," Bell Nunnally Client Alert, co-author; January 12, 2024.
- "Two Federal Laws Provide Additional Rights for Pregnant Workers," Bell Nunnally Client Alert, co-author; June 2, 2023.
- "Wealth and Power at the Hands of a Dysfunctional Family: Where Are the Lawyers?" *D Magazine*; February 7, 2022.
- "Mitigating the Risks from COVID-19 as America Returns to Work," Bell Nunnally Client Alert, co-author; April 29, 2020.
- "Enhanced Unemployment Benefits Available Under CARES Act," Bell Nunnally Client Alert, co-author; April 2, 2020.
- "Arbitration Carve Out Clauses: Tips and Traps," Tarrant County Bar Association Bulletin; May 2019.

Presentations

- "Strategies and Issues When Handling Non-Subscriber Arbitration," Dallas Claims Association; April 20, 2022.

Credentials

Education

- JD, Southern Methodist University Dedman School of Law, *cum laude*, 2016
- BA, Texas A&M University Mays Business School, *cum laude*, 2013

Admissions

- Texas
- United States District Courts for the Northern, Southern, Eastern and Western Districts of Texas