



Courtney Shorts

Associate

Visionary. Focused. Competitive.

Courtney Shorts is an attorney who brings a rare, full-court perspective to labor and employment representation. With experience spanning union side advocacy, in-house labor relations, and high-stakes litigation environments, Courtney understands workplace conflict from every angle. That range allows her to anticipate challenges early, read the field clearly, and guide employers through complex decisions with confidence and precision.

BUILT FOR HIGH-PRESSURE PLAY

Courtney is driven by helping organizations operate effectively while staying compliant, fair, and resilient. She approaches each matter with a counselor's mindset, pairing sound legal strategy with real-world business judgment and an understanding of human dynamics. Her experience includes advising leadership on collective bargaining agreements, leading workplace investigations, mediating disputes, and preparing executives for arbitration and critical personnel decisions. She has also represented individuals in matters carrying significant legal and personal consequences, sharpening her ability to assess risk, communicate clearly, and perform under pressure.

When disputes escalate, Courtney is prepared to step in and compete. She is strategic in building the record, decisive in high-stakes moments, and focused on positioning clients for leverage both in and out of the courtroom. Her litigation mindset allows her to balance assertive advocacy with practical outcomes, always keeping the endgame in focus.

GAME READY RESULTS FOCUSED

Clients value Courtney's steady presence, responsiveness, and strategic focus. She connects easily with leaders and stakeholders at every level, translating complex legal issues into clear, actionable guidance. Her approach is grounded in preparation, perspective, and trust. By staying proactive and forward looking, Courtney helps clients move from reaction to strategy and from uncertainty to control.

Courtney is admitted to the State Bar of Texas and the U.S. District Court for the Northern District of Texas. She is a member of the National Order of the Barristers and a graduate of Texas A&M University School of Law.

Matters

- Collective bargaining agreement negotiation for a global aerospace manufacturer specializing in aircraft seating systems, aligning operational priorities with workforce needs and long-term business objectives
- Strategic support in a complex labor arbitration resulting in a six-figure monetary award, including case analysis, witness preparation, and disciplined case development
- Strategic counsel in high-stakes matters involving significant legal exposure, with a focus on risk assessment, clear decision-making, and practical judgment
- Advised leadership on collective bargaining agreement administration and labor strategy for a Fortune 100 aerospace manufacturer
- Prepared executives and managers for arbitration and high-impact disciplinary proceedings
- Led internal workplace investigations involving sensitive employee relations matters
- Guided employers through grievance processes and dispute resolution with union representatives
- Developed and delivered management training on labor relations and workplace compliance

COURTNEY'S BACKGROUND

Integrity and resilience define Courtney's results-driven approach to complex workplace challenges.

Bar Admissions

- State Bar of Texas
- U.S. District Court for the Northern District of Texas

Awards

- National Order of the Barristers | 2015
- Best Brief Winner, Frederick Douglass Moot Court Competition, | 2015
- Semi-Finalist, National Frederick Douglass Moot Court Competition | 2015
- Two-time Ike Anazodo Memorial Scholarship Recipient | 2015

Education & Certifications

- J.D., Texas A&M University School of Law
 - National Order of the Barristers
 - Moot Court, Competitor, Brief Writer, Oralist
 - Black Law Student Association, Executive Board Member
- B.A., Sociology, University of North Texas
 - North Texas Top 40 Students (NT40)

Prior Legal Experience

- Associate, Stewart Law Group PLLC | 2026 - present
- Sr. Attorney, The United Firm | 2023 - 2026
- Sr. Employee and Labor Relations Specialist, Dallas Area Rapid Transit | 2023
- Assistant District Attorney, Dallas County District Attorney's Office | 2021
- Attorney/Sr. Analyst, Labor and Employee Relations, Lockheed Martin Aeronautics | 2019 - 2021
- Attorney, Teamsters Union Local 767 | 2016 - 2018
- Legal Intern, City of Grand Prairie Municipal Court Prosecutor | 2015
- Legal Intern, Federal Aviation Administration | 2014
- Child Protective Services Investigator, Texas Department of Family and Protective Services | 2011 - 2012

Associations, Affiliations, and Bar Activities

- Member, DBA WE Lead | 2026 - present
- Member, Dallas Women Lawyers Association | present
- Member, J.L. Turner Legal Association | present
- Member, Dallas Association of Young Lawyers | present
- Member, Dallas Bar Association | present
- Member, Alpha Kappa Alpha Sorority, Incorporated | 2009 - present

Community Involvement

- Legal Aid of NorthWest Texas, Women's Advocacy Awards Committee Member | 2026 - present
- Ambassador, Triple Negative Breast Cancer Foundation | 2024 - present