

**Monica L. Narvaez**

Of Counsel

214-672-2140

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Practice Areas:

- Labor and Employment Law
- Healthcare
- Commercial / Business Litigation

Practice Emphasis

Monica Narvaez is Of Counsel in the Cowles & Thompson Employment Law section. Currently, she advises a variety of businesses and industries on labor and employment matters. She leverages her experience and knowledge as a certified human resources professional to help businesses navigate the most complex employment situations in the hopes of avoiding litigation. However, she also litigates disputes before the TWC, EEOC, DOL, state and federal courts, and other state and federal regulatory bodies.

Before joining private practice, Monica served as an Assistant Ohio Attorney General and defended state and county agencies as well as universities against simple and complex employment disputes before state and federal courts. She also served as a Human Resources Policy Attorney for the State of Ohio where she wrote laws, rules and policies pertaining to the personnel processes and functions for close to 100,000 employees.

Representative Matters

- Successful bench trial, with Todd Harlow, where the court in Collin County enforced a training expense repayment contract on behalf of our plaintiff client, a local air carrier. The court found that the defendant, a former pilot employed by the carrier, was obligated to repay training costs; the court awarded all of the requested attorneys' fees.

Education

- L.L.M., *with distinction*, University of Edinburgh, School of Law, United Kingdom, Commercial Law, 2010
- J.D., The Ohio State University, Moritz College of Law, 2003
 - Certificate in Alternative Dispute Resolution
- M.B.A., Schiller International University, Paris France and London England, 1996
- B.S.B.A., International Business and Human Resources from The Ohio State University, Fisher College of Business, 1992

Court Admissions

- State Bar of Texas, 2003
- U.S. District Court for the Southern District of Ohio, 2004 (by examination)
- U.S. District Court for the Northern District of Texas, 2013
- U.S. District Court for the Eastern District of Texas, 2015

Memberships

- Dallas Bar Association
- Society for Human Resource Management