



**Casey S. Erick**  
Shareholder

214-672-2138  
cerick@cowlesthompson.com



#### Practice Areas

- Commercial/Business Litigation
- Labor and Employment Law

#### Practice Emphasis

Casey Erick is a Shareholder and focuses on Commercial Litigation and Employment Law. He has represented clients in both litigation and transactional matters that span across commercial law, labor and employment, real estate, consumer protection, and general litigation including, but not limited to breach of contract, corporate trade secret theft, tortious interference, defamation, personal injury, fraud, and various other kinds of civil litigation. He has represented high-profile clients as well as defended against high-profile national and global entities in matters related to commercial litigation, defamation, privacy, negligence, the Stored Communications Act, the Texas Harmful Access by Computer Act, Texas identity Theft Enforcement and Protection Act, and the Computer Fraud and Abuse Act.

#### Representative Matters

- Achieved take-nothing verdict in an FLSA suit involving a nanny/childcare wage and hour dispute, where the plaintiff originally sought more than \$500,000 in damages. Co-counsel with Bill Siegel. 2022 ([Click here for more info.](#))
- Successful creative solution to breach of an arbitration agreement involving defense of prominent restaurant chain regarding a lease, where the net effect of offsetting judgments meant plaintiff was awarded only 25% of the amount sought. Co-counsel with Sim Israeloff and Bill Siegel. 2021 ([See PDF for more info.](#))
- Obtained summary judgment for remodeling client who sought damages and attorney's fees in a breach of contract dispute by proving that the opposing party breached the contract by not paying for work performed. 2020
- Obtained extraordinary relief from the Court of Appeals ordering claims against former employees to proceed in a matter involving the Fair Labor Standards Act. ([See PDF for more info.](#))
- Recovered Summary Judgment on behalf of our client, a software developer, in a dispute regarding rights in open source software; and obtained a determination that the client's former wife had no right, title, or interest in nor rights to charge our client or his new company for the use of open source software. Cause No. DC-19-15329; [Richard Geldreich v. Connie L. Geldreich](#); Filed In the 162nd District Court, Dallas County, Texas. 2020
- Commercial/Business Litigation: *Spaghetti Warehouse Restaurants, Inc. et al vs. Rosebriar Stemmons, L.P.*; Case No. DC 20-03597; 134th District Court, Dallas County, Texas; and *In the Matter of Rosebriar Stemmons, LP vs. Spaghetti Warehouse Restaurant, Inc. and BLD Brands, LLC*; Case No. 01-20-0000-2358; American Arbitrations Association – represent national restaurant chain (Spaghetti Warehouse) in parallel lawsuits pending in state court and in the American Arbitration Association defending against alleged breach of commercial lease. 2020

- Defamation: *Mignogna v. FUNimation, et al.*, Cause No. 141-307474-19, 141st Judicial District Court of Tarrant County, Texas. Succeeded in obtaining dismissal of all claims in a \$5 million defamation lawsuit brought by well-known Dragon Ball voice actor Vic Mignogna against his former employer and two former colleagues, plus the fiancé of one of those colleagues. 2019-2020
- Fair Labor Standards Act: *Martagon, et al v. Murillo, et al*; Case No. 3:18-CV-2605-K, In the United States District Court for the Northern District of Texas, Dallas Division. Obtained no-damage finding after three-day jury trial in defense of employer. 2019
- *Sprowl v. Stiles*, No. 05-18-01058-CV, 2019 Tex. App. LEXIS 6748 (Tex. App.—Dallas Aug. 5, 2019).
- *Stride Staffing v. Antonio Holloway*, LEXIS 7846 (Tex. App.—Dallas 2015) (petition for review denied by *Holloway v. Stride Staffing*, LEXIS 961 (Tex. 2015).
- *City of Balch Springs v. Austin*, 315 S.W.3d 219 (Tex. App.—Dallas 2010).
- *Moore v. City of Wylie*, 319 S.W.3d 778 (Tex. App.—El Paso 2010).
- *Denton County v. Beynon*, 283 S.W.3d 329 (Tex. 2009).
- *City of Corsicana v. Stewart*, 249 S.W.3d 412 (Tex. 2008) (*per curiam*).
- *Barr v. AAA Tex., LLC.*, 167 S.W.3d 32 (Tex. App.—Waco 2005, no pet.).
- *Ramsey v. Cravey*, LEXIS 5724 (Tex. App.—San Antonio 2004).
- *Sheila Elliott v. S&S Emergency Training Solutions, Inc. d/b/a/ Emergency Medical Training Services*, No. 05-16-01373-CV (Tex. App.—Dallas 2017) (memorandum opinion not designated for publication).

#### Presentations

- “Driving Diversity in the Workplace,” co-presenter, West/Celesq podcast, August 2021
- “Dealing with Problem Clients in Personal Injury Cases,” presenter, National Business Institute, November 2020
- “Employment Litigation: Summary Judgment Motion,” presenter, Strafford webinar, November 2020
- “Employee Handbooks and Policies,” presenter, National Business Institute seminar, November 2020
- “Driving Diversity in the Workplace Without Discriminating: A Legal Guide,” presenter, National Business Institute seminar, October 2020
- “Employment Discrimination Claims: Advanced Issues and Answers,” presenter, National Business Institute, August 2020
- “Dealing with Difficult Clients: Ethical Considerations for Paralegals,” webcast, Institute for Paralegal Education™, November 2019
- “Addressing Sexual Harassment and Discrimination in the Workplace in the #MeToo Era,” webinar, American Staffing Association, November 2019
- “Workplace Drama and Conflict: Legal Solutions for Tricky Situations, National Business Institute,” webinar, California MCLE, April 2019
- “Ethics in Law – a Snapshot of History in the United States,” Dallas Association of Paralegals, Dallas, TX, March 2019
- “Employment Litigation: Summary Judgment Motion Strategies – Leveraging Discovery Tools, Statements of Fact, and Timing in Discrimination, Harassment, and Retaliation Claims,” Strafford webinar, November 2018
- “Common Sense Strategies Every Business Can Deploy to Protect Your Employees and Your Company,” Stride Staffing, Irving, TX, February 2018

## Publications

- [Mandatory COVID-19 Vaccinations for Employers of 100 or More](#), co-author, Cowles and Thompson newsletter, September 2021
- [Starting September 1, 2021 – Texas Employers of Any Size can be Sued for Sexual Harassment in the Workplace](#), co-author, Cowles and Thompson newsletter, September 2021
- [Offers of Judgment Under Rule 68](#), author, Cowles and Thompson newsletter, March 2021
- [Ensuring Enforceability in Texas Non-Competition Agreements](#), co-author, Cowles and Thompson newsletter, February 2021
- [EEOC Updates Guidance Regarding Religious Discrimination](#), author, Cowles and Thompson newsletter, February 2021
- [The Continued Assistance Act Becomes Law and Extends Tax Credits for the Families First Coronavirus Response Act](#), author, Cowles and Thompson newsletter, January 2021
- [The COVID Vaccine and Workplace Compliance](#), co-author, Cowles and Thompson newsletter, December 2020
- [Legal Defenses When COVID-19 Causes Breach of a Contract](#), Cowles & Thompson newsletter, December 2020
- [Can an Employer Terminate Someone for Their Public Opinions?](#), Cowles & Thompson newsletter, July 2020
- [Help Has Arrived for Retail Employers: The Paycheck Protection Program Flexibility Act](#), Cowles & Thompson newsletter, June 2020
- [Guidance from the Governor’s Office for Texas Employers on the Re-Opening of Texas](#), Cowles & Thompson newsletter, May 2020
- [Texas Re-Opens Retail Businesses; Covid-19: Considerations for Employee Testing](#), Cowles & Thompson newsletter, April 2020
- [7 Ways Employers Can Protect Confidential Information During the COVID-19 Crisis](#), Cowles & Thompson newsletter, April 2020
- [Can I Be Forced to Go into Work During the COVID-19 Outbreak?](#), Cowles & Thompson newsletter, April 2020
- [Furlough vs. Layoff: What is the Difference and What’s Important for Employers?](#), Cowles & Thompson newsletter, March 2020
- [COVID-19 Downsizing/Early Retirement or Voluntary Severance Agreements and Age Discrimination](#), Cowles & Thompson newsletter, March 2020
- [Tips for Texas Employers Dealing with Coronavirus](#), Cowles & Thompson newsletter, March 2020
- [Top 5 Tips for Employers Regarding Social Media](#), Cowles & Thompson newsletter, December 2019
- [No Joking at Work? Is That a Joke?](#), Cowles & Thompson newsletter, November 2019
- [The Fate of a New Paid Sick Time Ordinance for Dallas Workers is Now in the Hands of a Federal Judge](#), Cowles & Thompson newsletter, August 2019

## Education

- J.D., Baylor School of Law, 2002
  - Order of the Barristers
- B.A., Political Science, *cum laude*, University of Mississippi, 1999

## Admissions

- State Bar of Texas, 2002
- Fifth Circuit Court of Appeals
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Western District of Texas

### **Memberships**

- State Bar of Texas
- Dallas Bar Association

### **Honors**

- Selected to *Thomson Reuters' Super Lawyers®* List of Rising Stars, 2014-2017
- Million Dollar Advocates Forum, 2013. *The Forum is limited to attorneys who have won million- and multi-million-dollar verdicts, awards, and settlements. Fewer than 1% of U.S. lawyers are members.*