



Casey S. Erick
Shareholder

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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

- Successfully obtained recognition and enforcement of a foreign arbitral award under the Convention on Recognition and Enforcement of Foreign Arbitral Awards. Co-counsel. Aug. 2023
- Prevented a non-profit client’s loss of significant insurance benefits (that the client purchased to ensure payment of employee health care expenses), due to the negligence of a Third-Party Administrator. Damages claimed were between \$1.0 and \$1.5 million. Sep. 2022
- Demonstrated that despite our client’s breach of contract, he was excused from performance in a matter involving the Texas Real Estate Contract (TREC) “One to Four Family Residential Contract.” Sep. 2022
- Obtained affirmation of our favorable judgment at trial regarding a defamation suit in the prominent world of anime in what was known as the “Me, Too” case. On appeal, the court a) affirmed the trial court’s judgment and b) reversed the trial court regarding the attorney’s fee amount awarded. Matter value of \$5 million; appellate decision: Aug. 2022. *See below for original trial matter and read more in this [press release](#).*
- 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.
- 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

- “Fundamentals of Legal Assisting,” presenter, HalfMoon Webinar, Jun. 2024
- “Employment Discrimination Litigation for Paralegals: Advanced Issues and Answers,” presenter, NBI Seminars, May 2024
- “Disability, Diversity, and Inclusion in Law Practice,” presenter, NBI Seminars, Feb. 2024
- “Jury Selection in Employment Litigation,” presenter, Strafford Publications, Aug. 2023
- “Employment Law: New Rules and Hot Issues Paralegals Need to Know,” presenter, NBI Seminars, Apr. 2023
- “Social Media in the Workplace: Best Practices, Legal Risks, and Case Law,” presenter, NBI Seminars, Jan. 2023
- “Fundamentals of Legal Assisting in Texas,” presenter, HalfMoon Webinar, Jan. 2023
- “How to Bring Arkansas Employee Handbooks Into Compliance,” presenter, NBI webinar, Oct. 2022
- “Oklahoma HR Law Boot Camp,” presenter, NBI webinar, Oct. 2022
- “New and Changing Labor and Employment Regulatory Landscape,” moderator, General Counsel Southwest Conference, Sep. 2022
- “Civility and Diversity in the Profession 2022,” presenter, NBI webinar, May 2022
- “Arkansas Human Resource Law Boot Camp,” presenter, NBI webinar, Apr. 2022

- “Off-Duty Conduct Issues for Employers: Social Media, Discipline, and More,” presenter, NBI webinar, Jan. 2022
- “Oklahoma Labor and Employment Law 2021 Miniseries: Part I,” presenter, NBI webinar, Dec. 2021
- “Texas Civil Litigation Skills for Paralegals,” presenter, HalfMoon webinar, Jan. 2022
- “Driving Diversity in the Workplace,” co-presenter, West/Celesq podcast, Aug. 2021
- “Multi-State and Global Labor and Employment Law 2021,” presenter, Aug. 2021
- “Dealing with Problem Clients in Personal Injury Cases,” presenter, National Business Institute, Nov. 2020
- “Employment Litigation: Summary Judgment Motion,” presenter, Strafford webinar, Nov. 2020
- “Employee Handbooks and Policies,” presenter, National Business Institute seminar, Nov. 2020
- “Driving Diversity in the Workplace Without Discriminating: A Legal Guide,” presenter, National Business Institute seminar, Oct. 2020
- “Employment Discrimination Claims: Advanced Issues and Answers,” presenter, National Business Institute, Aug. 2020
- “Dealing with Difficult Clients: Ethical Considerations for Paralegals,” webcast, Institute for Paralegal Education™, Nov. 2019
- “Addressing Sexual Harassment and Discrimination in the Workplace in the #MeToo Era,” webinar, American Staffing Association, Nov. 2019
- “Workplace Drama and Conflict: Legal Solutions for Tricky Situations, National Business Institute,” webinar, California MCLE, Apr. 2019
- “Ethics in Law – a Snapshot of History in the United States,” Dallas Association of Paralegals, Dallas, TX, Mar. 2019
- “Employment Litigation: Summary Judgment Motion Strategies – Leveraging Discovery Tools, Statements of Fact, and Timing in Discrimination, Harassment, and Retaliation Claims,” Strafford webinar, Nov. 2018
- “Common Sense Strategies Every Business Can Deploy to Protect Your Employees and Your Company,” Stride Staffing, Irving, TX, Feb. 2018

Publications

- [“The Federal Trade Commission Issue Final Rule Banning Most Non-Compete Agreements,”](#) co-author, Cowles Thompson *Business and Legal Update*, May 2024
- [“Groundbreaking U.S. Corporate Transparency Act and What Business Owners Should Know,”](#) co-author, Cowles Thompson *Business and Legal Update*, Apr. 2024
- [“New California Law Potentially Impacts Other States’ Non-Compete Agreements,”](#) author, Cowles Thompson *Business and Legal Update*, Feb. 2024
- [Jury Selection in Litigation: Preparing for Voir Dire, Identifying Bias, and Leveraging Strikes,](#) author, Cowles Thompson *Business and Legal Update*, Oct. 2023
- [Law Firm Fined by New York Attorney General for Data Breach,](#) author, Cowles Thompson *Business and Legal Update*, Apr. 2023
- [“The Proposed ‘Workforce Mobility Act of 2023’ and Non-Compete Agreements,”](#) author, Cowles Thompson *Business and Legal Update*, Feb. 2023
- [“Employer’s Monetary Incentive Programs May Forfeit FLSA Exemption,”](#) author, Cowles Thompson *Business and Legal Update*, Feb. 2023
- [Uncertain Times Call for Stable Jobs,](#) author, Cowles Thompson *Business and Legal Update*, Jan. 2023
- [Risk Assessment and Arbitration -- SCOTUS to Review Coinbase v. Bielski,](#) author, Cowles Thompson *Business and Legal Update*, Dec. 2023
- [Employer’s Illegal Pay Practices Result in \\$250K in DOL Wage and Damage Claims,](#) author, Cowles Thompson *Business and Legal Update*, Dec. 2022
- [“Enforcing a Non-Compete Injunction Could Require Disclosing Your Customer List,”](#) author, Cowles Thompson *Business and Legal Update*, Jul. 2022

- [“Disability Discrimination Claims Based on Enforcement of the COVID-19 Vaccine Mandate Have Arrived,”](#) author, Cowles Thompson *Business and Legal Update*, Nov. 2021
- [Mandatory COVID-19 Vaccinations for Employers of 100 or More](#), co-author, Cowles and Thompson newsletter, Sep. 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, Sep. 2021
- [Offers of Judgment Under Rule 68](#), author, Cowles and Thompson newsletter, Mar. 2021
- [Ensuring Enforceability in Texas Non-Competition Agreements](#), co-author, Cowles and Thompson newsletter, Feb. 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, Jan. 2021
- [The COVID Vaccine and Workplace Compliance](#), co-author, Cowles and Thompson newsletter, Dec. 2020
- [Legal Defenses When COVID-19 Causes Breach of a Contract](#), Cowles & Thompson newsletter, Dec. 2020
- [Can an Employer Terminate Someone for Their Public Opinions?](#), Cowles & Thompson newsletter, Jul. 2020
- [Help Has Arrived for Retail Employers: The Paycheck Protection Program Flexibility Act](#), Cowles & Thompson newsletter, Jun. 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, Apr. 2020
- [7 Ways Employers Can Protect Confidential Information During the COVID-19 Crisis](#), Cowles & Thompson newsletter, Apr. 2020
- [Can I Be Forced to Go into Work During the COVID-19 Outbreak?](#), Cowles & Thompson newsletter, Apr. 2020
- [Furlough vs. Layoff: What is the Difference and What’s Important for Employers?](#), Cowles & Thompson newsletter, Mar. 2020
- [COVID-19 Downsizing/Early Retirement or Voluntary Severance Agreements and Age Discrimination](#), Cowles & Thompson newsletter, Mar. 2020
- [Tips for Texas Employers Dealing with Coronavirus](#), Cowles & Thompson newsletter, Mar. 2020
- [Top 5 Tips for Employers Regarding Social Media](#), Cowles & Thompson newsletter, Dec. 2019
- [No Joking at Work? Is That a Joke?](#), Cowles & Thompson newsletter, Nov. 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, Aug. 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

- Board Certified in Civil Trial Law by the Texas Board of Legal Specialization
- *Best Lawyers in America*®, Best Lawyers®; Commercial Litigation, selected for inclusion, 2025
- *Rising Stars*®, Thomson Reuters Super Lawyers®; selected for inclusion, 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.*