



Jacob “Jake” M. Monty

Managing Partner

For over two decades, Jake Monty has successfully practiced at the intersection of immigration, labor, and employment laws. A nationally recognized authority on issues facing employers with large Hispanic workforces, Jake has written not one, but two books on the topic and speaks regularly in English and Spanish on navigating labor and employment matters in industries with heightened immigration scrutiny. His clients include professional baseball teams, grocery store chains, single establishment and chain restaurants, and leading companies in the construction and facility maintenance fields. Jake has been interviewed by major media outlets such as Fox News, CNN, and MSNBC regarding national immigration concerns.



Jacob M. Monty, Managing Partner

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Jake founded Monty & Ramirez LLP to offer an integrated approach to dealing with Hispanic workforces. He and his bilingual partners address all the critical aspects of employer advocacy, from immigration to union matters, workplace safety, and employment disputes. Jake's practice extends nationwide; he has represented employers in courts and government investigations in California, Illinois, New York, South Carolina, Georgia, Florida, Alabama, Louisiana, and throughout Texas.

Jake has held presidential and gubernatorial appointments to the University of Houston Board of Regents, the Texas Private Security Board, the Texas Higher Education Coordinating Board, the National Hispanic Advisory Council for Trump, the Border Environment Cooperation Commission, and the North American Development Bank. Jake is also active in civic and professional leadership. He serves as Outside Counsel for the Mexican Consulate in Houston, and chairs the Center for Latino Jewish Relations.

Work Accomplishments

- For over a decade, has advised the New York Yankees on immigration matters
- Represented companies in many of the largest ICE raids in U.S. history
- Represented a Mexico City-based grocery store chain during a two-year corporate campaign brought by the UFCW Union
- Helped high-profile companies remain in compliance with NLRA during aggressive campaigns by various unions in California, Illinois, and Texas

Certifications and Awards

- Board Certified — Labor and Employment Law, Texas Board of Legal Specialization, 1998 - Present
- *Texas Super Lawyers*, 2008 - Present
- AV Preeminent Rated: Martindale-Hubbell, 2020 - Present
- Best Lawyers®, 2023 - Present
- Alumni of the Latino Business Action Network's Stanford Latino Entrepreneurship Initiative — Education Scaling program
- National Minority Supplier Development Council (NMSDC)
- Member of the National Association of Minority & Women Owned Law Firms (NAMWOLF)

Publications

- Author, *The Sons of Wetbacks, A Memoir from a Third-Generation Mexican-American*, Monty & Ramirez LLP, 2018
- Author, *Houston fails to adopt HERO*, Human Resources News, November 4, 2015
- Co-authored with Sarah D. Monty, *The Gringo's Guide to Immigration Reform for Employers*, Antaeus Books, 2013
- Author, *The Gringo's Guide to Hispanics in the Workplace*, Antaeus Books, 2011 & 2013
- Editor, *Texas Employment Law Letter*

Appointments

- Texas Higher Education Coordinating Board, 2014 (Appointed by Governor Perry)
- University of Houston Board of Regents, 2008-2013 (Appointed by Governor Perry)
- Board of Directors for the Texas Mutual Insurance Company, 2005-2011 (Appointed by Governor Perry)
- Board of Directors of the Border Environment Cooperation Commission (BECC) and North American Development Bank (NADB), 2005 (Appointed by President Bush)
- Texas Private Security Board, 2004-2005 (Appointed by Governor Perry)
- Texas Private Security Board, 1999-2004 (Appointed by then Governor Bush)

Professional Activities

- Outside Counsel, Mexican Consulate in Houston on labor and employment issues
- Chairman, Latino-Jewish Alliance
- Former Board Member, Greater Houston Restaurant Association
- Former Advisor, National Hispanic Advisory Council for Trump
- Board Member, Hispanic Alliance for Progress
- Bureau of Citizenship and Immigration Service (BCIS) Roundtable of the District Director of the Houston office
- Building Service Contractors Association International
- American Bar Association and State Bar of Texas, Labor and Employment Law Section
- American Law Institute

Education

- University of Houston Law Center, J.D., 1993
- University of Texas at Arlington, B.A., 1991

Speaking and Training Engagements (Presented in English and Spanish)

- 30 Years of I-9 Compliance
- Immigration Compliance for Employers
- Hispanics in the Workforce: Management's New Awareness
- The Do's and Don'ts During a Union Election Campaign
- Avoiding Wrongful Discharge Claims
- Family and Medical Leave Act Compliance
- OSHA Compliance
- Sexual Harassment in the Latino Workforce
- Best Practices in the Restaurant Industry

Languages

- English
- Spanish

Admitted to Practice

- State Courts of Texas
- Fifth Circuit Court of Appeals
- United States District Courts for the Southern, Northern, Western, and Eastern Districts of Texas