



**Laura A. Hernandez, Partner**

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## Laura A. Hernandez

### Partner

Laura A. Hernandez is a labor and employment partner at Monty & Ramirez LLP. She began her career doing plaintiff side labor and employment law representing individuals in discrimination cases, wrongful termination suits, wage and hours, and individual and collective actions arising out of the employment relationship. She handled cases arising under Title VII, the ADA, ADEA the FLSA, the FMLA, the TCHRA, ERISA, the Sarbanes-Oxley Act, and various other statutory and common law causes of action which involve employer-employee relationships including claims involving trade secrets, non-compete agreements, severance agreements, workers compensation retaliation, whistle-blower claims, defamation, and others.

After nearly 3 years of plaintiff side labor and employment experience, Laura transitioned to the defense side at Monty & Ramirez LLP in April of 2019, where she represents and advises employers on the same statutes, claims, and causes of action involving employer-employee relationship.

In addition to her work in labor and employment law, Laura has made significant contributions to the firm's transactional work. She played a pivotal role in representing the Firm's largest client in the acquisition of over 30 stores involving several complex transactions that required meticulous attention to detail, arduous negotiations, and strategic planning. Laura's expertise is also evident in her handling of numerous other transactions, collectively totaling more than \$130 million dollars.

In 2021, Laura departed Monty & Ramirez to expand her expertise in labor and employment by joining a prestigious big law firm. During her time there, she gained valuable insights and experience working on complex legal matters in a highly dynamic and challenging environment. This experience further honed her skills and deepened her understanding of labor and employment law practices at the highest levels. In January of 2023, Laura returned to Monty & Ramirez, bringing with her significant experience and renewed commitment to providing exceptional service to our clients.

### Certifications

- Board Certified — Labor and Employment Law, Texas Board of Legal Specialization, 2022 - Present

### Education

- UCLA School of Law, J.D., 2015
- University of Chicago, M.A., 2009
- Cornell University, B.A., 2007

### Admitted to Practice

- State Courts of Texas
- U.S. District Court- Southern District of Texas
- U.S. District Court- Northern District of Texas
- Fifth Circuit Court of Appeals

### Professional Activities

- Texas State Bar
- Mexican American Bar Association of Houston