



Monica A. Fitzgerald

PARTNER

Houston

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Practice Areas

Ally Law

Employer Internal Investigations

Employment Counseling

Employment Litigation

Labor and Employment

Litigation

Securities, Shareholder Disputes
and Corporate Governance

Education

University of Houston Law Center,
J.D., 1987

University of Houston, B.A., *cum
laude*, 1984

Bar & Court Admissions

Texas

U.S. Supreme Court

U.S. Court of Appeals Fifth Circuit

U.S. District Court Southern
District of Texas

Monica is a partner in the Vorys Houston office and member of the labor and employment group. Monica provides guidance and serves as trial counsel to employers in labor and employment matters including termination, discrimination, discipline, retaliation, medical leave, disability, harassment, wrongful discharge, unsafe workplace, non-competition covenants, reductions in force, and wage and hour issues. She also has significant experience in internal corporate investigations. Monica also has considerable experience in general commercial litigation, including breach of contract, non-compete, indemnity and **construction** litigation. Additionally, Monica has significant experience advising oil and gas companies on labor and employment matters, including litigation before both state and federal courts.

Recognized by *Chambers* as a Leading Lawyer in employment law, Monica has more than 25 years of experience as a labor and employment litigator and has had lead responsibility for many cases that were defeated by summary judgment, trial and appeal. Recently, Monica served as trial counsel representing a BP corporate entity and the BP Retirement Accumulation Plan (collectively "BP") in an ERISA class action lawsuit in the United States District Court for the Southern District of Texas. Vorys defended BP against the \$100 million+ putative class action alleging underpaid retirement benefits dating back to the 1989 amendments made to the Standard Oil of Ohio pension plan.

Monica has also authored articles and lectured on numerous topics including minimizing sexual harassment liability and employment torts which include defamation, intentional infliction of emotional distress, invasion of privacy, fraud, negligent supervision, negligent referral and negligent hiring.

Monica received her J.D. from the University of Houston Law Center. She received her B.A. *cum laude* from the University of Houston.

U.S. District Court Eastern District of Texas

U.S. District Court Northern District of Texas

U.S. District Court Western District of Texas

U.S. District Court for the Western District of Louisiana

Admitted to practice law only in the states listed above.

Industries

Health Care

Events

4.19.2018

What #MeToo Means For You: A Guide to Navigating Civility, Harassment, and Other Workplace Minefields

9.13.2016

Religious Liberty and Sexual Orientation Issues in the Workplace: Managing Legal Obligations Amidst Social Change

10.1.2015

2015 American Petroleum Labor Lawyers Association Annual Meeting