



CONTACT INFORMATION

SONJA J. MCGILL
PARTNER
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PRACTICE AREAS

LABOR AND EMPLOYMENT
LITIGATION

EDUCATION

UNIVERSITY OF TEXAS AT AUSTIN
SCHOOL OF LAW, J.D., 1998

UNIVERSITY OF TEXAS AT AUSTIN LBJ
SCHOOL OF PUBLIC AFFAIRS, MPA, 1998

PRINCETON UNIVERSITY, B.A., 1993

ADMITTED TO PRACTICE

STATE BAR OF TEXAS

UNITED STATES SUPREME COURT

UNITED STATES COURT OF APPEALS FOR
THE FIFTH AND TENTH CIRCUITS

UNITED STATES DISTRICT COURT FOR THE
NORTHERN, SOUTHERN, EASTERN AND
WESTERN DISTRICTS OF TEXAS



Sonja McGill has extensive experience as a trial attorney in all phases of employment law and commercial litigation. Sonja provides strategic advice and counsel on a broad range of employment issues, including recruiting, hiring, employee relations, discipline and terminations, internal investigations, leaves of absence, wage and hour compliance, labor relations, EEO compliance, contingent worker issues, and immigration compliance management.

Sonja is a seasoned mediator and negotiator. Additionally, she regularly gives presentations and seminars on employment law training programs for companies' HR and management departments and assists with formulating and revising HR policies.

Before entering private practice, Sonja served as in-house counsel for HMS Holdings, Inc. and J.C. Penney Corporation. Sonja successfully tried multiple nationwide labor and employment claims in state court, federal court, and arbitration as the first-chair trial defense attorney for both corporations.

REPRESENTATIVE MATTERS

- Achieved a take-nothing defense verdict for two individuals accused of civil conspiracy, theft of corporate trade secrets and fraud by their former company following a three-week jury trial in Texas state court.
- Successfully achieved a defense verdict for two employment arbitrations in a six month period regarding a national origin discrimination, harassment and retaliation case in Florida, as well as an age discrimination, promissory estoppels and retaliation case in Indiana.
- Won winning summary judgment motions nationwide on a broad range of employment law issues, including national origin discrimination (Ohio); age discrimination (Massachusetts); disability discrimination (Connecticut); sex discrimination, retaliation, and promissory estoppel (Colorado); sexual harassment, retaliation, and promissory estoppels/detrimental reliance (Minnesota); wrongful discharge and defamation (New York); and workers' compensation retaliation (Oklahoma).
- Routinely represents employers on real-time counseling for employment claim avoidance and advice on pending claims.

NOTEWORTHY

- FINRA Arbitrator
- Named one of the "Best Lawyers in Dallas" by *D Magazine*, 2017

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- 2016 Leadership Council on Legal Diversity Fellow
- Lyndon B. Johnson School Fellowship (full tuition scholarship)
- Austin Independent School District Mentor Award

ACTIVITIES & MEMBERSHIPS

- Big Thought, Board Member
- REAL School Gardens, Board Member
- Dallas Regional Chamber of Commerce Leadership Dallas Alumni Association
- Executive Women of Dallas
- Attorneys Serving the Community
- Texas Bar Foundation, Fellow
- Dallas Young Lawyers Association, Fellow
- Dallas Bar Association, ADR and L&E Sections
- Bar Association of the 5th Federal Circuit
- American Bar Association, ADR and L&E Sections
- J.L. Turner Legal Association
- Princeton Alumni Association of Dallas/Fort Worth, Immediate Past President
- Theatre 3, Former Chair, Board of Directors
- Oak Cliff YMCA, Former Chair, Board of Managers
- Dallas Historical Society, Former Board Member
- Grand Park South Tax Improvement Dist., Former Board Member
- DSO African-American Music Festival Planning Committee
- African-American Museum Anniversary Gala Committee
- North Texas Lead Participant, January 2010
- Congressional Black Caucus Foundation, Emerging Leaders Empowerment Series Participant, 2008 Convention
- Junior League of Dallas, Former Member
- Legal Services of North Texas Womens' Advocacy Awards Reception, Former Committee Member
- Genesis Women Shelter Alliance, Former Member
- Meals on Wheels, Former Volunteer
- American Journal of Criminal Law, Member

PUBLICATIONS

- "Squaring Pregnancy Accommodation in the Workplace." *Texas Lawyer*, April 30, 2015.
- "10 Quick Tips to Keeping In-House Counsel Happy." *Texas Lawbook*, January 19, 2015.