

**Beth Bones proactively advises employers on the nuances of state and federal employment laws. When litigation arises, she champions her clients' cases in both state and federal courts.**



Beth Bones' practice is focused on employment-related matters. She represents both employers and employees in litigation before state and federal agencies in harassment, discrimination, wrongful termination, FMLA, wage/hour claims, and non-compete agreement disputes.

She also works with clients to avoid litigation by reviewing employee handbooks and policies, conducting ongoing training, updating management on new employment regulations, and advising on human resource matters. She advises employers on federal and state laws including the Fair Labor Standards Act, Title VII, the Americans with Disabilities Act, Family Medical Leave Act, Age Discrimination in Employment Act, and state discrimination laws.

## EXPERIENCE

Representation of school music dealer in defense of lawsuit by competitor alleging breach of employment agreements, specifically non-compete, non-solicitation provisions, tortious interference of contractual relationships, misappropriation of trade secrets, and seeking injunctive relief in connection with the hiring of three former employees of competitor. (Texas state court)

Representation of a non-profit residential care organization for at-risk children in defense of claims brought by former house parents for religious discrimination and retaliation under Title VII and Texas state law, defamation, and failure to pay overtime in violation of the FLSA. (Northern District of Texas-Amarillo Division)

Representation of employer defending against wage/hour overtime claim brought by former employee. Conducted written discovery and depositions. Successfully defeated plaintiff's claims on summary judgment arguing employee was exempt under the Fair Labor Standard Act's agricultural exemption. Employee appealed to the Eighth Circuit. Eighth Circuit affirmed district court's ruling upholding summary judgment for client. (Northern District of Iowa)

## CONTACT

Forth Worth Office  
Beth.Bones@uwlaw.com  
P 817 439 9912  
F 817 977 0880

## PRACTICE AREAS

Employment

## ADMISSIONS

State Bar of Texas, 2010

U.S. District Court, Northern, Southern, Eastern, and Western Districts of Texas

United States Court of Appeals, Eighth Circuit, 2014

United States Court of Appeals, Fifth Circuit, 2020

United States Supreme Court, 2023

## EDUCATION

J.D., Baylor University School of Law, 2010

B.S., Iowa State University, 2006

Representation of employer defending against claims by former employee alleging interference and retaliation in violation of the Family Medical Leave Act brought in state court and removed to federal court. Obtained favorable settlement terms following summary judgment briefing and hearing. (Southern District of Iowa)

Representation of pork producer defending against allegations of alleged-age discrimination, gender-based discrimination harassment and retaliation at agency level.

Representation of physical therapy organization and owner/operator of long-term care facilities in a variety of employment-related issues: defending sexual harassment lawsuit by assistant director of nursing against employer and CEO, defending race and gender-based discrimination claims at agency level and responding to wage/hour and leave issues raised by employees.

Representation of nurse practitioners in wage/hour claim against former-employer (clinic and physician) for unpaid overtime and off-the-clock hours worked away from clinic. Case resulted in favorable settlement to clients just prior to the pre-trial conference. (Northern District of Texas-Amarillo Division)

Provision of advice to employers in a variety of matters involving federal and state laws including the Fair Labor Standards Act, Title VII, the Americans with Disabilities Act, Family Medical Leave Act, Age Discrimination in Employment Act, and applicable state anti-discrimination law.

Provide advice to employers on employee handbook policies, payroll practices, unemployment claims, employee leave requests, interpretation, and enforceability of non-compete and non-solicitation agreements and enforcement, and employee discipline and termination issues.

## AFFILIATIONS

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Dallas Bar Association, Member, 2013-Present

Dallas Association of Young Lawyers, Member, 2013-Present

## RECOGNITIONS

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Texas Super Lawyers, by Thomas Reuters- Rising Stars, 2020

Dallas Top 50 Women in Law by the Texas Diversity Council, 2017