

Raymond A. Cowley

Member

McAllen

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Areas Of Practice

Labor & Employment
Litigation
Employment Counseling
Wage & Hour

Bar Admissions

Texas
Illinois

Court Admissions

U.S. District Court, Northern District of Illinois
U.S. District Court, Western District of Michigan
U.S. District Court, Southern District of Texas
U.S. District Court, Western District of Texas
U.S. District Court, Northern District of Texas
U.S. District Court, District of Colorado
U.S. District Court, Western District of New York

Education

Chicago-Kent College of Law, Illinois Institute of Technology, J.D., *with highest honors*, 1982
Texas A&M University, B.A., *distinguished graduate*, 1971

Certifications

Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization

Ray Cowley advises clients in labor and employment matters, employee relations and general litigation. He is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. Clients quoted in *Chambers USA 2017* note Ray is “extraordinary in front of a jury” and “a go-to person for employment litigation.”

Experience

Employee relations counseling. Ray advises various manufacturers, retailers, indigent health care providers and other employers in the Rio Grande Valley. He also serves as general counsel for the Rio Grande Valley Sugar Growers, Inc., an agricultural cooperative that manufactures raw sugar.

Collective bargaining. Ray represents employers in collective bargaining, and he has handled employment-related arbitrations throughout the United States.

Employment litigation. For many years, Ray has represented a national soft drink and snack manufacturer in employment litigation throughout the United States. He is one of the few South Texas attorneys to routinely represent employers in agricultural labor litigation.

Seminars & Speeches

Navigating the DOL’s Overtime Exemption Regulations—Dallas
June 8, 2016

Memberships & Involvement

- State Bar of Texas
- Hidalgo County Bar Association
- American Bar Association
- Texas Association of Defense Counsel

Community/Civic Activities

- United States Air Force Missile Officer

Raymond A. Cowley (Cont.)

Awards & Recognition

- Martindale-Hubbell® AV® Peer Review Rating