

## Raymond A. Cowley

Member

### McAllen

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### Areas Of Practice

Labor & Employment  
Litigation  
Employment Counseling  
Wage & Hour  
Dykema Delivers HR Innovation

### Bar Admissions

Texas

### Court Admissions

U.S. District Court, Northern District of Illinois  
U.S. District Court, Western District of Michigan  
U.S. District Court, Eastern District of Texas  
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**

- Recognized in *The Best Lawyers in America*® for Employment Law - Management, 2020 and 2021. Copyright 2015 by Woodward/White, Inc., Aiken, SC
- Martindale-Hubbell® AV® Peer Review Rating