



Monica Munin

ASSOCIATE

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OVERVIEW

Monica is a fierce advocate who fights for clients in labor and employment litigation.

The elder sibling of a brother with autism, Monica understood the importance of advocacy from an early age. She was naturally drawn to a legal career and first practiced in the education sphere, representing state and local education agencies across the country, primarily in Individuals with Disabilities Education Act (IDEA) litigation and Office of Civil Rights (OCR) investigations and mediations. However, as much as she valued the educational mission, Monica knew she wanted to practice in a broader, more challenging field with a higher level of complications and conflicts of laws. She soon shifted her practice to labor and employment.

Today, Monica represents clients in a wide variety of labor and employment litigation, including complaints arising under Title VII of the Civil Rights Act of 1964, the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), the National Labor Relations Act (NLRA), the Virginia Human Rights Act, and similar state laws. She has handled cases involving non-competes, non-solicitation agreements, and other restrictive covenants. Monica has worked with clients in a wide variety of industries, including construction, manufacturing, and mining. Monica devotes a significant portion of her practice to Mine Safety and Health Administration (MSHA) and Occupational Safety and Health Administration (OSHA) compliance and related litigation.

Monica is best known simply for fighting and winning for clients: she's good at getting cases dismissed on procedural grounds before they ever make it to trial, and she's a formidable opponent in the courtroom as well. Clients regularly comment on how passionate

Industry

Energy & Natural Resources

Services

Employment Litigation Defense

Labor & Employment

Mining & Minerals

Non-Competes & Restrictive Covenants

Workplace Safety & Health

she is in her representation—often underestimated by the opposition, Monica fights each client’s battle as though it were her own.

Experience

- Drafted, reviewed, and revised compliance documentation, including but not limited to employee handbook policies and procedures, termination letters, severance agreements, and restrictive covenants.
- Represented businesses of varying sizes against charges, audits, and administrative and civil complaints arising under Title VII of the Civil Rights Act of 1964, the Fair Labor Standards Act, the Americans with Disabilities Act, Occupational Safety & Health Act, the National Labor Relations Act, the Virginia Human Rights Act, and other labor and employment laws.
- Represented majority business owners and entities in complex business litigation suits.
- Advised and defended local charter schools, as well as local education agencies and state education agencies across the United States in administrative due process litigation arising under the Individuals with Disabilities Education Act (IDEA) and other civil matters.
- Represented state educational agencies in Office of Civil Rights (OCR) investigations and mediations.

Recognition

- Legal Elite, 2021-2023
- *Virginia Lawyers Weekly* Up & Coming Lawyer, 2023

Education

- J.D., George Mason University Antonin Scalia Law School
- B.A., George Washington University

Admissions

- District of Columbia
- Virginia
- U.S. District Court, Eastern District of Virginia
- U.S. District Court, District of Columbia
- U.S. Bankruptcy Court, District of Columbia