

**ANDREA COOK**

Partner

Dallas469.638.9224

Service Focus

- Alternative Dispute Resolution
- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials
- Workplace Investigations

OVERVIEW

Andrea Cook counsels and defends employers – including national retailers and logistics companies – in labor and employment litigation, with a focus on workplace investigations, employment discrimination, retaliation, and wrongful termination claims under Title VII, the ADA, FMLA, and related statutes.

Drawing on two decades of experience, Andrea leads teams in handling complex single-plaintiff and multi-party matters, including high-stakes labor arbitrations, administrative proceedings, and internal investigations involving workplace complaints. She is recognized for her tenacious, client-centered approach and for delivering practical, business-focused strategies that help employers resolve disputes efficiently and safeguard their operations.

Throughout her career, Andrea has directed the defense of employers in a wide range of employment matters, from advising on early settlements to managing large dockets for national clients facing claims of harassment, discrimination, and wage and hour violations. She regularly counsels management on risk mitigation, conducts sensitive workplace investigations, and guides employers through labor arbitrations and hearings. Andrea's training as a certified arbitrator and mediator further enhances her ability to resolve contentious employment disputes, while her leadership as managing partner ensures clients benefit from a collaborative, strategic approach tailored to their business goals.

Before joining FP, Andrea served as managing partner of a Dallas-based litigation firm, where she expanded the labor and employment practice and led teams representing employers in both litigation and counseling matters. Her prior background as a municipal attorney and litigator informs her pragmatic, results-driven perspective, allowing her to anticipate challenges and deliver solutions that align with clients' needs in today's evolving workplace.

Credentials

Education

- Howard University School of Law, J.D.
- DePaul University School of Public Services, MPS
- Northwestern University, B.S.

Admissions

- Texas
- Illinois

Court Admissions

- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Western District of Texas

- U.S. District Court for the Western District of Illinois
 - U.S. District Court for the Northern District of Illinois
 - Trial Bar, U.S. District Court for the Northern District of Illinois
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Recognitions

- The Best Lawyers in America® (Commercial Litigation, 2024-2026)
 - Finalist for Law.com's Women, Influence, and Power in Law Awards (2026)
 - State Bar of Texas: Appointment to the Law Practice Management Committee
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Affiliations

Professional Activities

- Mediators & Arbitrators of America (Certified Arbitrator and Mediator)
- American Arbitration Association Higginbotham Fellows Program (May 2026)
- International Association of Defense Counsel
- D CEO Emerging Women Leadership Network (2026)
- American Bar Association, Civil Rights and Social Justice Section, Fair and Impartial Courts Committee Co-Chair (2024 – 2005)
- American Bar Association, Litigation Section- Labor and Employment Relations Committee Co-Chair (2023 – Present)
- Dallas Bar Association 100 Club (2023 – Present)
- Black Women Lawyers Association- Chicago
- DRI- Association of Lawyers Defending Business
- The NEW Roundtable
- Howard University School of Law Alumni Association
- Academy of Our Lady Alumna Association
- Northwestern University Alumni Association
- University of North Texas, Adjunct Professor
- National Institute of Trial Advocacy Faculty (NITA)

- JL Turner Foundation Scholarship Ball Committee Member
- Texas Association of Defense Counsel

Community Activities

- D CEO Emerging Women Leadership Network (Class of 2025-2026)
- Dress for Success Dallas (Board Member, 2025-Present)
- Alpha Kappa Alpha Sorority, Incorporated (Executive Board Member and Parliamentarian, 1999- Present)
- 9/11 Day Dallas Meal Pack (2023-2025)
- DVAP Expunction Clinic (June 2025)

INSIGHTS

News

Jul 20, 2026

Stewart Law Group Joins Forces with Fisher Phillips in Dallas