



# Monica Andress

**Attorney**



Monica is an attorney in BMD's Akron office, expanding her practice in the areas of labor and employment law as well as behavioral health, including mental health and substance use disorder programming, law(s). Following in the footsteps of her grandfather, Samuel Coe Andress, Esq., Monica advocates for the best interests of her clients and seeks to serve and be a positive influence in the greater Akron community.

## Contact Information

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## Education

**The University of Akron School of Law**, J.D., 2020

**The University of Akron Honors College**, B.A. in Sociology, Criminology and Law Enforcement & Minor in History, 2017

*On September 15, 2022, Monica Andress was recognized by the Greater Akron Chamber as a "30 for the Future" Award winner. The GAC honored thirty young professionals (ages 25-39) who are recognized as trendsetters in their industries, leaders in their organizations and in the community, and catalysts for growth and impact.*

## Overview

Monica is a full-service employment attorney with experience advocating for the best interests of entities of all sizes and across various industries, advising the same on a broad spectrum of workplace questions and concerns including, without limitation: wage and hour issues; compliance considerations; policy construction and review; contractual negotiations and dispute resolution; and highly complex, sensitive employee investigations. Further, Monica has experience navigating the vast legal landscape that is workplace discrimination claims, investigations, negotiations, and resolutions as well as other matters related to both federal and state equal opportunity compliance. Her advocacy has helped facilitate positive outcomes for the employers that she represents — namely, in dispute resolution efforts before both the Equal Employment Opportunity Commission (EEOC) and the American Arbitration Association (AAA) as well as in the negotiation and settlement efforts that occur prior to escalation to such administrative agencies.

In addition to her employment practice, Monica is a growing authority in the complex legal and regulatory landscape of behavioral health law for individual, small, and mid-sized providers across the state of Ohio. Personally and professionally passionate about the equitable provision of behavioral health services, Monica is knowledgeable about, and has experience:

- Assisting new and established community behavioral health providers (CBHP) through the Ohio Department of Mental Health and Addiction Services certification process (deemed and non-deemed status) as well as post-certification operations;
- Assisting new and established residential providers through the Ohio Department of Mental Health and Addiction Services licensure process as well as post-licensure operations;
- Assisting new, private practice providers establish and operate compliantly;
- Assisting new and established recovery houses through the Ohio Recovery Housing certification process as well as post-certification operations;
- Preparing policies and procedures for compliant operations including, without limitation, those governing privacy, telehealth, HIPAA and Ohio confidentiality laws, medication management, patient rights as well as generalized operational policies;
- Advising on the compliant provision of services for providers licensed by the Counselor, Social Worker and Marriage and Family Therapist Board, Board of Nursing, and Medical Board of Ohio; and
- Navigating through mandatory reporting and subsequent investigation by state licensure boards.

Monica is an active leader in the Greater Akron Community, serving on the boards of several community organizations and regularly participating in leadership, development, and volunteer opportunities. In her spare time, Monica enjoys hiking with her Corgis, Oliver and Nelson, and cheering on the Cleveland Guardians.

## Courts & Bar Associations

- Ohio Bar
- U.S. District Court, Northern District of Ohio
- U.S. District Court, Southern District of Ohio
- Ohio State Bar Association, Member
- Akron Bar Association, Member

## Professional & Civic Affiliations

- Active Member of the Summit County Juvenile Court Women's Board (2014-2021)
- Summit County Court Appointed Special Advocate/ Guardian Ad Litem (2021-Present)
- Board Member, Townhall II Portage County (2022-Present)
- Board Member, The University of Akron School of Law Alumni Association (2022-Present)
- Torchbearers Akron, Class of 2023 | Community Impact Committee; Mental Health Subcommittee

## Professional Honors & Awards

- Ohio Super Lawyers "Rising Stars" (2023-2024)
- Greater Akron Chamber "30 for the Future" Award winner (2022)

## Practice Areas

Employment / Labor Law

Healthcare & Hospital Law

Litigation

Business & Corporate Law

Contact Monica Today!