

Tiffani A. Skroch

ASSOCIATE
she / her / hers

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Tiffani Skroch represents employers in a broad range of employment litigation matters in state and federal courts. Her practice focuses on high-stakes workplace disputes, including anti-discrimination and anti-retaliation claims, restrictive covenant and non-compete litigation, wage-and-hour disputes, and other complex employment-related controversies. Tiffani works closely with clients to understand their industries, business objectives, and workplace dynamics, enabling her to provide strategic and practical counsel tailored to each matter.

Known for her oral and written advocacy skills and knowledge of complex litigation procedure, Tiffani has earned national and statewide recognition for her achievements in litigation and advocacy. These accomplishments reflect her ability to craft and convey persuasive arguments, develop effective litigation strategies, and advocate zealously on behalf of clients at both the trial and appellate levels.

In addition to her litigation practice, Tiffani advises employers on emerging employment issues and regularly contributes thought leadership on developments affecting the workplace, including wage-and-hour laws and federal employment policy. She also serves as an Adjunct Advocacy Team Professor at Baylor University School of Law, where she helps train the next generation of advocates. Licensed in Texas and admitted to practice before all four federal district courts in Texas and the U.S. Court of Appeals for the Fifth Circuit, Tiffani is well-positioned to assist clients through every stage of litigation.

Education

- Baylor University School of Law (J.D., *cum laude*, 2024)
 - Baylor Law Review, Technical Editor
- University of Minnesota Duluth (B.A., *departmental honors*, 2021)
 - Political Science and Government

Bar Admissions

- Texas

Capabilities

- Labor & Employment
- Employment Litigation, Arbitration & Dispute Resolution
- Commercial Litigation
- Litigation

Court Admissions

- U.S. District Court, Northern District of Texas
- U.S. District Court, Eastern District of Texas
- U.S. District Court, Western District of Texas
- U.S. District Court, Southern District of Texas
- U.S. Court of Appeals, Fifth Circuit

Memberships

- Baylor University School of Law
 - Adjunct Advocacy Team Professor
- Dallas Bar Association
 - Member
- Bar Association of the Fifth Federal Circuit
 - Member
- Texas Young Lawyers Association
 - Member

Recognition

- State Bar of Texas, Appellate Section
 - Award for Excellence in Appellate Advocacy, 2024
- ABA National Appellate Advocacy Competition
 - National Champion, 2023
 - National Best Advocate, 2023
- Texas Young Lawyers Association State Moot Court Competition
 - State Best Advocate, 2024
 - State Best Appellate Brief, 2024
- Baylor University School of Law
 - Bruster and Langston Intellectual Property and Advocacy Award, 2024

Publications

January 2026

Texas Adopts Uniform Interstate Depositions and Discovery Act

Author, Headnotes | Dallas Bar Association

Polsinelli at Work

August 6, 2025

Federal Office of Personnel Management Issues Memorandum Encouraging Employees' Religious Expression in the Public Sector

On July 28, 2025, the United States Office of Personnel Management ("OPM") issued a memorandum endorsing federal employees expressing their religious beliefs in the workplace. Specifically, OPM Director Scott Kupor instructed government agencies to “

allow personal religious expression...

January 16, 2025

Supreme Court Unanimously Clarifies Burden of Proof for FLSA Exemptions

On January 15, 2025, the Supreme Court of the United States issued a unanimous decision in *E.M.D. Sales, Inc. v. Carrera*, finally clarifying the standard of proof for employers to demonstrate an employee is properly exempt from minimum-wage...

November 19, 2024

The NLRB Overturns Another Longstanding Rule Involving Employers Expressing Views on Unionization to a “Captive Audience”

On November 13, 2024, the National Labor Relations Board (“NLRB”) issued a sharply divided decision in *Amazon.com Services LLC*, overruling yet another decades-old rule and holding that captive-audience meetings violate national labor law after being lawful since 1948....

November 13, 2024

The NLRB Boomerangs Back to 1969 Standard for Employer Statements Regarding Unionization Efforts

On November 8, 2024, the National Labor Relations Board (“NLRB”) issued a decision in *Siren Retail Corp. d/b/a Starbucks*, throwing out an almost 40-year-old rule that categorically allowed employers to tell their employees how unionization will impact the...