

# William P.H. Cary

Partner



#### CONTACT INFO

t: 336.271.3115  
f: 336.232.9115  
wcary@brookspierce.com

#### OFFICE

230 North Elm Street  
2000 Renaissance Plaza  
Greensboro, NC 27401

Bill Cary provides employment law counsel to avoid conflict and to guide employers through difficult transitions, whether systemic or specific. He also has extensive experience in litigation and mediation, especially in employment and environmental disputes.

## MY PRACTICE

### EMPLOYMENT COUNSELING

Bill has over 40 years of experience counseling employers through difficult employment decisions while complying with the plethora of employment related laws. He has extensive experience in employment contracting issues, including non-competition and non-solicitation drafting and litigation, and employment practices audits. Bill also has planning and litigation experience in FLSA executive compliance issues.

### ENVIRONMENTAL

#### PRACTICE AREAS

Climate Resilience  
Employment  
Environmental  
Litigation  
› Complex Business Litigation  
› Mediation & Arbitration

#### EDUCATION

University of Virginia School of Law  
J.D., 1976  
University of Virginia  
M.B.A., 1976  
University of Virginia  
B.A., 1971, Echols Scholar

#### BAR & COURT ADMISSIONS

North Carolina  
Virginia  
US Court of Appeals  
4th Circuit  
US District Court - North Carolina  
Western District  
Middle District  
Eastern District

Having previously served as general counsel of the [North Carolina Department of Environment and Natural Resources](#), Bill has a comprehensive understanding of the agency's methods, practices, procedures and personnel. He has extensive experience in compliance planning and litigation, especially CWA issues and emerging coastal management practices.

## DISPUTE RESOLUTION

Bill is a graduate of the state mediator program and has extensive experience in using non-traditional techniques to solve complex problems, including conducting hundreds of private mediations.

## GENERAL COMMERCIAL LITIGATION

Bill is experienced in a wide variety of litigation and arbitration areas, including construction, environmental, real property, and contract disputes.

## HONORS

Recognized as a "Labor and Employment Star" by [Benchmark Litigation](#) (2021)

Pelican Award for Leadership and Commitment to Advancing Effective Coastal Policy, North Carolina Coastal Federation, August 2019

Recognized by [Chambers USA: America's Leading Lawyers for Business](#) for Labor & Employment Law (2004-2011, 2017-2018)

Selected by his peers for inclusion in [The Best Lawyers in America](#) in Labor and Employment Litigation, Employment Law - Management, and Labor Law - Management (Greensboro Lawyer of the Year 2015, 2019) (1995-2021)

Recognized by his peers for inclusion in *Business North Carolina's* "[Legal Elite](#)" in Employment Law (2003, 2006, 2009, 2012-2014)

Recognized in [North Carolina Super Lawyers](#) in Employment & Labor Law (2006-2012, 2014-2020)

Member, North Carolina Pro Bono Honor Society (2019)

Recognized in [Super Lawyers Business Edition](#) in Employment & Labor Law (2015)

Environmental Leadership Award, North Carolina Department of Environment and Natural Resources, December 2012

## COMMUNITY INVOLVEMENT

Chair (2007-2009); Vice Chair (2003-2007); Board Member (1999-2003), [NC School of Science and Mathematics](#)

Board Member, [Piedmont Triad, National Conference for Community & Justice](#) (NCCJ) (2002-2006)

Board Member, [Labor & Employment Section, North Carolina Bar Association](#)

Member, Environmental, Employment, and Litigation Sections, [American Bar Association](#) and [North Carolina Bar Association](#)

Council Member, Environment, Energy and Natural Resources Law Section, [North Carolina Bar Association](#) (2013-present)

## PUBLICATIONS & MEDIA

Master of Ceremonies, North Carolina Coastal Resilience Summit, Havelock, North Carolina, June 2019

Co-author (with Sarah Saint), "Supreme Court Approves Arbitration Agreement Class Action Bar," GGI Labour and Employment Law Newsletter, Fall 2018

Co-author (with Bryan Starrett and Beth Langley), "If You Have Employees Who Live or Work in Massachusetts, You Need to Relearn Non-Competes Right Now," *GGI Insider*, September 2018

Presenter, "Professionalism: A More Effective Way to Prevent Harassment and Promote a Positive Workplace Culture," WithIt Professional Conference, Charleston, SC, June 2018

Co-presenter (with Jessi Thaller-Moran), "Workplace Sexual Harassment: Still Alive & Kicking," UNC School of Law Festival of Legal Learning, February 2018

Author, Living Shorelines: From Barriers to Opportunities, DRAFT REPORT, 2014, Restore America's Estuaries

Presenter, "The Latest Court Decisions and Regulatory Developments Involving Discrimination, Wrongful Discharge, Retaliation, and Related Subjects," November 2008

Author, [The Kolstad Umbrella Can Keep Employers Dry](#), 2006 Law Journal, Business North Carolina

Availability of Health Insurance Subsidy Requires Employers to Act, April 16, 2021

American Rescue Plan Includes Changes to COVID-Related Employee Leave , March 12, 2021

CDC Issues New Guidance for Vaccinated Individuals, March 9, 2021

North Carolina Municipalities Pass Anti-Discrimination Ordinances, February 25, 2021

2020 in Review: A Look Back at Brooks Pierce's COVID-19 Coverage, January 25, 2021

New DOL Independent Contractor Rules, January 13, 2021

Mandatory COVID Leave Expires, but Tax Credits for Providing COVID Leave are Extended, December 30, 2020

CDC Changes Recommendations for Quarantine after Exposure and/or Travel, December 3, 2020

DOL Proposed Rule Clarifies Requirements for Classifying Workers as Independent Contractors , September 28, 2020

Revised DOL Regulations Limit Scope of Health Care Provider Exception Under the FFCRA, September 14, 2020

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## SPEAKING ENGAGEMENTS

Bill Cary Presents at Carolinas Climate Resilience Conference, May 11, 2021

Bill Cary Serves as Master of Ceremonies for North Carolina Coastal Resilience Summit, June 17, 2019

Bill Cary Speaks to Preventing Workplace Harassment at WithIt Annual Conference, July 3, 2018

Brooks Pierce Partner Presents Report at National Summit on Coastal and Estuarine Restoration, November 19, 2014