

William P.H. Cary

Partner



CONTACT INFO

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OFFICE

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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.

PRACTICE AREAS

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

MY PRACTICE

EMPLOYMENT COUNSELING

Bill has nearly 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

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 certified mediator with extensive experience in using non-traditional techniques to solve his clients' complex problems.

GENERAL COMMERCIAL LITIGATION

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

HONORS

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) (1995-2020)

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)

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

National Labor Relations Board Strikes Arbitration Agreement, December 20, 2019

US Department of Labor Clarifies Impact of Fringe Benefits on Overtime, December 18, 2019

Eighteen Brooks Pierce Attorneys Recognized for Pro Bono Work, December 16, 2019

US Department of Labor Announces Final Rule on New Salary Levels for White Collar Overtime Exemptions, September 25, 2019

Brooks Pierce Partner Receives North Carolina Coastal Federation Award, August 9, 2019

Brooks Pierce Attorneys Published in GGI Labor Law Practice Group Newsletter, October 12, 2018

Supreme Court Approves Arbitration Agreement Class Action Bar, October 11, 2018

Brooks Pierce Partners Published in Geneva Group International Insider , October 5, 2018

If You Have Employees Who Live or Work in Massachusetts, You Need to Relearn Non-Competes Right Now., August 22, 2018

Brooks Pierce Attorneys to Present at the 2018 Festival of Legal Learning, January 3, 2018

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SPEAKING ENGAGEMENTS

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