

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

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

Selected by his peers for inclusion in [The Best Lawyers in America](#)® in Labor and Employment Litigation, Employment Law - Management, and Labor Law - Management (Lawyer of the Year 2015) (1995-2018)

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, 2014-2017)

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

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

Brooks Pierce Attorneys, Practice Areas Earn Top Rankings from Chambers USA, May 26, 2017

Department of Labor "Overtime Rule" Enjoined by U.S. District Court, November 23, 2016

U.S. Department of Labor Publishes New Overtime Regulations, May 20, 2016

Brooks Pierce Attorney Leads Summit on Best Environmental Practices for Shorelines, May 13, 2016

Twenty Brooks Pierce Attorneys to Speak at the 2016 Festival of Legal Learning, February 2, 2016

Homecare Worker Compliance Deadline NOT Extended: Risk of Private Suits Remain, October 9, 2014

2013 North Carolina Environmental Legislation Summary, August 1, 2013

DENR to Issue Siting Permits for Wind Energy Facilities, May 20, 2013

Siting Wind Energy Facilities in North Carolina, April 1, 2013

Bill Cary Rejoins Brooks Pierce, February 5, 2013

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SPEAKING ENGAGEMENTS

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