

People



## Cary Farris

Partner, Labor and Employment

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vCard

Board Certified by the Texas Board of Legal Specialization in Labor and Employment Law, Cary Farris focuses his practice on defending businesses in all aspects of labor and employment matters, including discrimination and harassment class actions, Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) cases, wage and hour cases, government agency audits, and collective bargaining negotiations. Cary works with clients ranging from large manufacturing companies with facilities across the country to smaller businesses seeking practical solutions to labor and employment issues.

Cary has litigated federal employment law cases in multiple district courts, appellate courts, and the U.S. Supreme Court. He has class action experience, including multiple class certification hearings and appeals. He also offers preventative counseling, working with clients on issues as they arise in the workplace and by conducting dozens of management training sessions each year on discrimination and harassment issues, ADA and FMLA compliance, hiring and promotions processes, affirmative action compliance, and best practices for counseling employees.

### Notable Work

**Workplace Discrimination Class Actions:** Represented national manufacturing company in defense of multiple class actions alleging discrimination in hiring, promotions, and a hostile work environment. Multiple federal courts denied class certification in favor of the employer.

**Disability Discrimination:** Represented employer in federal court case alleging a failure to accommodate and disability discrimination and developed a written, reasonable accommodation procedure and training program for the employer at their facilities nationwide.

**Hiring and Promotions:** Worked with a nationwide employer and industrial psychologists to develop fair and legally-defensible hiring

### Areas of Experience

Labor and Employment  
Employment Administrative Claims Defense  
Traditional Labor Law  
Employment Training and Compliance  
Employment Litigation

### Education

J.D., South Texas College of Law, 1998  
B.A., Rice University, 1994

### Admissions

#### Bars

Texas

#### Courts

U.S. District Court, Eastern District of Texas  
U.S. District Court, Northern District of Texas  
U.S. District Court, Southern District of Texas  
U.S. District Court, Eastern District of Arkansas  
U.S. District Court, Western District of Arkansas  
U.S. District Court, District of New Mexico  
U.S. Court of Appeals, Fourth Circuit  
U.S. Court of Appeals, Fifth Circuit  
U.S. Court of Appeals, Eighth Circuit

### Related Content

Record Number of Akerman Lawyers Named to *Best Lawyers* 2026 Guide  
August 21, 2025

Cary Farris and John Linker to Speak at the North American Meat Institute Environment, Labor & Safety+ Conference  
April 21, 2025

Record Number of Akerman Lawyers Named to *The Best Lawyers in America* 2024 Guide  
August 22, 2023

and promotions processes and annually conducts dozens of interview training sessions for hiring supervisors.

**Whistleblower:** Represented regional employer in defense of an action alleging an employee was terminated in retaliation for reporting alleged accounting irregularities.

## Honors and Distinctions

- Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization
- *Best Lawyers*, 2024-2026, Listed in Texas for Litigation - Labor and Employment

## Published Work and Lectures

- Environment, Labor & Safety+ Conference (ELS+), Speaker, “Joint Labor & Employment and Worker Safety Session: Reasonable Accommodations in the Workplace HR and Legal Perspectives,” April 22, 2025