

## Carolyn Pollock Cary

### SERVICE AREAS

#### Business

- Employment + Labor
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations
- Health Law

#### Litigation + Trial

- Employment + Labor
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations
- Litigation + Trial Practice Overview

#### Governments + Nonprofits

- Employment + Labor
  - Employment Litigation + Dispute Resolution
  - Employment Practices Counseling: Preventive Employment Relations
- Health Law

#### Individuals + Families

- Health Law

### EDUCATION

- Wayne State University Law School, J.D.
- Eastern Michigan University, B.S.

### BAR ADMISSIONS

- Michigan



### Senior Counsel

#### Saginaw

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Suite 300  
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Carolyn P. Cary represents employers in litigation pertaining to wrongful discharge, civil rights, and federal and state employment laws. She has extensive experience in such areas as privacy rights, sexual harassment and employee termination as well as compliance with the Family Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA) and the Americans with Disabilities Act (ADA). She works closely with employers to negotiate collective bargaining agreements, represents them in arbitration proceedings and defends them against unfair labor practice charges.

*"I have found that my clients are better served by a proactive approach to the law. I spend a great deal of my time training managers and supervisors, and developing policies and procedures designed to minimize the risk of litigation."*

Carolyn P. Cary

Carolyn's commercial litigation practice includes arbitration and civil litigation of contract disputes, business torts, non-compete agreements, defamation, conflicts among parting members/shareholders in a variety of businesses. She is skilled at developing strategies, policies and procedures to reduce the risk of litigation.

### EXPERIENCE

Through careful initial planning and extensive preparation, Carolyn helped a large client significantly reduce its workforce in such a way that not a single terminated employee filed a lawsuit as a result.

*"I encourage my clients not to be penny wise and pound foolish. There are many simple steps that can be taken to minimize the risk of litigation. Taking the time and effort to pre-plan strategy and to make sure defenses are in place saves a great deal of time, energy*

## COURT ADMISSIONS

Michigan

- Court of Appeals

*and money in the long run.”*

## HONORS + AWARDS

- Eastern Michigan University, summa cum laude

## CIVIC, CULTURAL + SOCIAL ACTIVITIES

- Saginaw County Youth Protection Council, Board Member

## SEMINARS + EVENTS

- 2011 HR Spring Training Seminar
- Health Law Update for Physicians
- Seven Months Later: Employer Update on U.S. Health Care Reform

## NEWSLETTERS

- Hot Points Special Edition Employment + Labor
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