



CAROLINE C. HARRISON

MANAGING PARTNER

Caroline Harrison is a founding Partner of Pham Harrison LLP. As an attorney Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization, she represents employers in disputes with former employees, and guides them through the sometimes confusing arena of employment law. Her practice focuses on employment litigation and counseling.

Caroline assists employers in variety of areas, including anti-discrimination and retaliation laws, drafting and enforcing covenants not to compete and non-solicitation agreements, and protection of trade secrets. She advises employers on the Family and Medical Leave Act ("FMLA"), Unemployment Compensation appeals, handling complex investigations into sensitive employment issues, Wage and Hour issues, and classification of employees under the Fair Labor Standards Act ("FLSA"). She provides counseling on complex issues including discipline, termination, harassment, investigations, effective employment practices, litigation avoidance and accommodation of disabilities, as well as training human resource professionals, managers, and supervisors in all areas of employment law.

AREAS OF EXPERTISE

Labor/Employment
Litigation

CONTACT INFO

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PHAM HARRISON

PROFESSIONAL AND COMMUNITY

- Board Certified Labor & Employment Law by the Texas Board of Legal Specialization since 2013
- Recognized as a "Super Lawyer" by Super Lawyers Magazine, a Thomson Reuters service (2016-2023)
- Awarded the Texas A&M University School of Law Private Practice Achievement Award in 2021 (the inaugural year for the award)
- Recognized as by Fort Worth Magazine as one of 400 most influential people of 2020
- Texas A&M University School of Law Alumni Board (2022-2025)
- Tarrant County Women Attorney Section (Chair 2022-2023, Vice-Chair 2021-2022, Treasurer 2019-2020)
- Tarrant County Bar Association Women In the Law Luncheon (Chair 2019, Committee 2018-2024)
- American Heart Association Executive Leadership Team, Tarrant County Heart Ball (2019)
- Texas Minority Council Program Steering Committee (2011-present), Co-Chair (2015-2016)
- Tarrant County Bar Association (Director 2008, 2009-2010)
- Tarrant County Young Lawyers Association (President 2008, Board of Directors 2005-2008)
- Texas Bar Foundation Life Fellow
- Tarrant County Bar Foundation

PUBLICATIONS/PRESENTATIONS

- Negotiations: Shared Perspectives from a Mediator, Plaintiff's Counsel, and Defense Counsel, SBOT 32nd Annual Advanced Employment Law Course, January 11-12, 2024
- Employment Non-Competes: State of Play, SBOT 21st Annual Advanced Business Law Course, November 2-3, 2023
- Avoiding Pitfalls of Workplace Terminations, National Association of College and University Attorneys, March 2022
- Red Flags Waving: Background Checks and Investigations, Employment Panel, June 2021
- Employment Law Changes under the Biden Administration, Texoma Human Resource Management Association, April 2021
- The New Normal?, National Institute of Pension Administrators, November 2020
- Employment in Texas: A Guide to Employment Laws, Regulations, and Practices, published by LexisNexis, Author of the 2018-2024 Editions

EDUCATION

Texas Wesleyan University School of Law (J.D., cum laude, 2004)

- Extern to Honorable Terry Means, Northern District of Texas, Fort Worth Division 2003-2004
- Law Review (2002-2004) Articles Editor (2003-2004)

The University of Texas at Arlington (B.A., *summa cum laude*, 2001)