



EMILY P. HARBISON

Regional Managing Partner

Houston

713.292.5620

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Service Focus

- Class and Collective Actions
- Counseling and Advice
- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Labor Relations
- Litigation and Trials
- Mergers and Acquisitions
- Reductions in Force (RIFs)
- Workplace Investigations

Industry Focus

- Energy

OVERVIEW

Emily Harbison is Regional Managing Partner of Fisher Phillips' Houston office and co-chair of the firm's Energy Industry Team. She advises businesses and handles litigation in all aspects of labor and employment law. Emily's practice spans federal and state laws governing the employment relationship, including the FLSA, Title VII, ADA, ADEA, FMLA, and the Texas Commission on Human Rights Act.

Emily also advises on and conducts workplace investigations. Emily offers strategic counsel and provides pragmatic advice to management on issues including pay equity, worker classification, leaves and accommodations, restrictive covenants, diversity and inclusion, employee discipline, employee agreements, handbooks, and policy development.

She has significant experience representing employers in traditional labor matters under the National Labor Relations Act (NLRA) and the Railway Labor Act (RLA), including union organizing efforts, unfair labor practice charges, and representation proceedings.

In addition, Emily advises on labor and employment aspects of mergers, acquisitions, and corporate restructurings – conducting due diligence, managing employee transitions, and negotiating employment-related terms of complex transactions.

Before joining Fisher Phillips, Emily was a Houston-based partner in the Labor and Employment Group of a global Am Law 50 firm.

Credentials

Education

- University of Houston Law Center, J.D., 2007
- University of Texas, B.B.A., 2003

Bar Admissions

- Texas

Court Admissions

- U.S. Court of Appeals for the Fifth Circuit
 - U.S. District Court for the Southern District of Texas
 - U.S. District Court for the Northern District of Texas
 - U.S. District Court for the Western District of Texas
 - U.S. District Court for the Eastern District of Texas
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Recognitions

- *Benchmark Litigation* Labor and Employment Star (2022)
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Affiliations

Professional Activities

- Association of Women Attorneys Foundation (Chair)
- Tahirih Justice Center (Volunteer)
- Houston Bar Association, Labor & Employment Section
- Labor Relations Advisory Committee

INSIGHTS

Insights

Jan 28, 2026

Texas Attorney General Targets DEI in the Workplace: Answers to Key Questions for Texas Employers

Event

Nov 18, 2025

Houston Employment Law Seminar

Insights

Nov 3, 2025

Backpay Fight Deepens as 5th Circuit Rejects NLRB's Expanded Remedies – Will the Supreme Court Step In Next?

Insights

Oct 30, 2025

Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2025 Edition

News

Sep 30, 2025

Texas Partners Discuss New Law Expanding Limitations on Non-Competes

Insights

Sep 10, 2025

Texas Business Courts Get Power to Resolve Trade Secret Cases: What This Means for Employers in the State