



Emily P. Harbison
Regional Managing Partner

Houston

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Service Focus

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

Overview

Emily Harbison is Regional Managing Partner of Fisher Phillips' Houston office. 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

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

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

Recognitions

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

Affiliations

Professional Activities

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

Insights

NEWS

06/02/25

Fisher Phillips Welcomes Emily Harbison as Regional Managing Partner in Houston

Emily P. Harbison

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