



# Paul R. Garry

Of Counsel

Chicago

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Paul R. Garry has practiced in the area of labor and employment relations law for more than 30 years representing various corporate clients, including insurance and manufacturing companies. His practice has run the gamut of labor and employee relations law, from traditional National Labor Relations Board work to gender, racial, religious, age and disability discrimination and harassment litigation. He also has extensive experience in Fair Labor Standards Act litigation.

Paul's practice is national in scope. He has handled employment discrimination and covenant not to compete cases in the state courts of Massachusetts, Michigan, Illinois and California, and he has tried to verdict both class and individual employment discrimination cases in federal courts in Texas, Illinois, California, Kansas, New York and Nevada, among others. He has also won summary judgment in numerous employment matters and in collective actions under the FLSA, including prevailing in a \$200 million action brought by linemen against a major electrical company alleging violations of state and federal overtime provisions and prevailing in a misclassification case involving assistant managers for a fast food company.

In addition to a trial court practice, Paul has also argued successfully in a variety of appellate courts, including the 5th, 7th and 9th Circuit Courts of Appeal.

Paul has also worked with various clients in designing and implementing pay programs, performance evaluation programs, employment assessment programs, affirmative action plans, diversity initiatives, and minority and female outreach programs that are consistent with federal guidelines under the Uniform Guidelines on Selection Procedures. He has presented numerous seminars and training modules on anti-harassment, diversity and inclusion to both clients such as the Chicago Board Options Exchange, TEAC America (Los Angeles), Kemper Insurance Cos. (Long Grove, Ill.) and to groups such as the Illinois State Chamber of Commerce, the Chicago Hospital Association, the Conference of Casualty Insurers, the Equal Employment Advisory Counsel, the Chicago Bar Association Labor Law Committee and the National Employment Law Institute. Paul also served as an adjunct professor at the University of Chicago Graduate School of Business where he taught employment law to MBA candidates.

## Practice Areas

- Labor & Employment
- Employment Litigation
- Labor Relations & Disputes
- Trade Secrets, Restrictive Covenants, and Computer Abuse

## Education

- Cornell Law School, J.D., 1977
- University of Wisconsin, B.A., 1974

## Bar Admissions

- Illinois
- Arizona

## Court Admissions

- U.S. Supreme Court
- U.S. District Court -- Northern District of Illinois
- U.S. District Court -- Central District of Illinois
- U.S. District Court -- Arizona
- U.S. District Court -- Northern District of California
- U.S. District Court -- Central District of California
- U.S. District Court -- Eastern District of Wisconsin

## Affiliations

- University of Chicago, Graduate School of Business: Adjunct Associate Professor of Economics, 1992-93; 2000, 2002-03; 2005-06) "*Government Regulation and the Employment Relationship*"

## Awards & Honors

- Named One of Illinois' Super Lawyers by the Leading Lawyers Network
- Named One of Illinois' Super Lawyers 2005-2007
- Ranked by Chambers Guides to the World's Leading Lawyers: "Paul Garry *has an unparalleled client focus*' when handling discrimination, harassment and restrictive covenant work."
- Martindale-Hubbell- AV rated

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