



ABIGAIL MARY ORGERON

Associate

Labor & Employment

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ABIGAIL MARY ORGERON

Abigail Mary Orgeron is an employment and labor attorney in Fennemore's San Antonio office, focusing her practice on all areas of employment law in both federal and state courts, as well as before administrative agencies. She represents employers in workplace disputes, investigations, and compliance matters, providing practical guidance from the start of a case through final resolution.

Abigail assists clients throughout every stage of litigation, from initial demand letters to verdicts or settlements, and has experience in mediations, arbitrations, and agency negotiations. She has handled cases involving Title VII, the Fair Labor Standards Act (FLSA), workers' compensation, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), Section 1981 claims, and related state law claims. In addition to her litigation work, Abigail advises employers on policy and handbook updates, compliance with new employment laws, and preventative workplace training to reduce legal risk.

Abigail earned her Bachelor of Arts in History from the University of Texas at Austin in 2018 and remained in Austin to attend the University of Texas School of Law. During law school, she served as the Managing Editor of the American Journal of Criminal Law and an Articles Editor for The Review of Litigation. She also competed on several mock trial teams and participated in both the Actual Innocence Clinic and the Children's Rights Clinic, gaining hands-on advocacy experience.

Her legal training began during the COVID-19 pandemic, where she quickly adapted to remote proceedings. Abigail served as second chair in the first remote bench trial in Travis County family court in the summer of 2020 and frequently appeared virtually for hearings and conferences. She remains connected to the University of Texas community, serving as a judge for the undergraduate mock trial competition hosted by the pre-law society.

Before joining Fennemore, Abigail was an associate at Schmoyer Reinhard LLP, a San Antonio-based law firm specializing in labor and employment, construction, and business litigation.

EDUCATION

- J.D., University of Texas School of Law

- B.A., University of Texas at Austin, *magna cum laude*

AREAS OF PRACTICE

- Labor & Employment
- Business Litigation

AWARDS AND HONORS

- The Best Lawyers in America: Ones to Watch®, Labor and Employment Law – Management and Litigation – Labor and Employment, 2026
- Top Labor and Employment Attorney, *San Antonio Magazine*, 2025
- San Antonio's Best Labor And Employment Lawyers, Scene in S.A., 2024
- Rising Star S.A. Lawyer, Scene in S.A., 2024
- San Antonio's Outstanding Women Lawyers, Scene in S.A., 2024

ARTICLES AND PRESENTATIONS

- Presenter, "The Pregnant Workers Fairness Act: Changes Since Implementation and Real-Time Effects on the Workplace," *Lawline*, January 29, 2025
- Presenter, "The New World of Pregnancy Accommodations," The University of Texas School of Law 31st Annual Labor and Employment Law Conference, May 31, 2024

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Director, San Antonio Young Lawyers Association, 2025 – 2026
- Member, San Antonio Bar Association, 2022 – Present
- Member, San Antonio Legal Services Association, 2022 – Present
- Member, Centro, 2022 – Present

ADMISSIONS

- Texas
- Arizona
- U.S. District Courts, Northern District of Texas
- U.S. District Court, Southern District of Texas
- U.S. District Court, Western District of Texas