



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, 2026-2027

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, "Demonstratives in Motion Practice," Lawline, June 22, 2026

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