



Justin B. Cary

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Bio

Born and raised in Maine, Justin Cary offers thoughtful and sound legal advice grounded in an understanding of the communities he serves. Justin primarily represents schools, nonprofits, tribal nations, and small businesses. He focuses on matters involving technology and artificial intelligence, labor and employment, constitutional rights of employees and students, and compliance with state and federal laws and regulations governing the operation of schools.

Justin regularly guides clients through complex decisions involving novel technologies. He takes a multidisciplinary approach to issues arising from the rapid proliferation of generative AI. His practice in this area includes contract drafting and negotiation, policy development, workplace audits and investigations, compliance counseling, and delivering technology-upskilling workshops and presentations. He provides interactive trainings to public, private, and tribal entities, as well as through professional organizations such as state and national bar associations, the judiciary, the National Native American Human Resources Association, Maine School Management Association, among others. Justin is proud to serve on Maine's Artificial Intelligence Task Force as a subject matter expert in legal issues presented by AI.

Practice Areas

Artificial Intelligence (AI)
Business & Corporate
Employment & Labor
School & Education
Tribal Nations Law

Admissions

Maine

Justin advises clients on all aspects of employment law and labor relations – including investigations, allegations of misconduct, wage-hour matters, addressing employee mobility issues and leave questions, and complying with state and federal employment laws. He represents employers in mediation, arbitration, as well as before administrative bodies such as the Maine Human Rights Commission and the Maine Labor Relations Board. In collective bargaining negotiations, he brings discernment and respect to high-pressure and consequential situations.

A former member of AmeriCorps, Justin approaches his legal work with a strong commitment to community service. Justin's Pro Bono work includes litigating on behalf of disadvantaged Mainers in front of the Unemployment Compensation Commission and at Small Claims Court, as well as representing victims of domestic violence at protection from abuse docket calls.

When Justin is not working, he is playing saxophone, catching waves, and chasing adventure alongside his wife.

Education

University of Maine School of Law, J.D., *magna cum laude*

Colby College, B.A., *magna cum laude*

Recognition/Awards

Best Lawyers, *Ones to Watch* Technology Law, 2026

New England Super Lawyers, *Rising Star* 2025

Certificate with Distinction in Business and Transactional Law, 2022

Corporate/Business Law Award, 2022

Memberships

Environmental and Coastal Law Journal, *Former Articles Editor*

AmeriCorps, *Former Member*

Maine Counsel for School Board Attorneys

New Lawyers Section, Maine

MSBA Member

Community/Public Service

Governing Board of New Lawyers Section for Maine State Bar

Association

Volunteer Lawyer Project, *Litigation Volunteer*

Small Claims Clinic, *Volunteer Lawyer*

Maine School of Law, *Oral Advocacy Mock-Judge*

Campaign for Justice, *Firm Director of Associate Fundraising*

Drummond Woodsum Community Service Committee, *Member*