



MICHAEL D. CARROUTH

Partner

Columbia

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Service Focus

- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Labor Relations
- Unfair Labor Practice Charges
- Union Organizing, Representation Elections and Decertification Campaigns
- Unionized Mergers, Successorship, and Acquisitions

Industry Focus

- Automotive Dealership
- Education
- Healthcare
- Hospitality
- Manufacturing
- Retail

OVERVIEW

Mike Carrouth is a partner in the Columbia office. He is certified as a Specialist in Labor Law by the South Carolina Supreme Court.

Mike has represented clients in successfully responding to union organizing efforts in 30 states.

This work includes successfully defending against multi-site and multi-state national organizing blitzes and card-check/neutrality campaigns. Mike also has represented clients in numerous litigation matters, including jury trials, involving Family and Medical Leave Act (FMLA), Title VII, breach of employment contract, and non-compete enforcement. He practices before state and federal courts, the National Labor Relations Board (NLRB), and state and federal administrative agencies in the areas of union-related matters, employment litigation, discrimination cases, non-compete agreements, and wrongful discharge cases.

Mike is a frequent speaker at seminars on labor and employment and litigation matters. He has written several articles, including "The Impact of the Civil Rights Act of 1991 on Employment Litigation" and "What the General Practitioner Should Know About Employer Liabilities in Conducting Job Interviews."

Mike is "AV" Peer Review Rated by Martindale-Hubbell and has been selected for inclusion in *South Carolina Super Lawyers* since 2008. He has been listed in *Chambers USA, America's Leading Business Lawyers* since 2005 and in *The Best Lawyers in America* since 2007.

He was selected by his peers to be one of *Greater Columbia Business Monthly's* Legal Elite in 2011 and 2013.

Credentials

Education

- University of South Carolina School of Law, J.D., 1988
- Wofford College, B.A., 1985

Bar Admissions

- South Carolina

Court Admissions

- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the District of South Carolina

Recognitions

- Recognized in *The Best Lawyers in America* (2011 – 2026)
 - Recognized in *The Best Lawyers in America*, Lawyer of the Year, Labor Law - Management (2025)
 - *Chambers USA*, Labor & Employment (2015 – 2025)
 - Named, *Best Lawyers "Lawyer of the Year"*, Litigation - Labor and Employment (2021)
 - Greater Columbia Business Monthly's Legal Elite (2011 & 2013)
 - Selected for South Carolina Super Lawyers (2008 - Present)
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Affiliations

Professional Activities

- Board Member, South Carolina Chamber of Commerce, 2020
- Chairman, Labor Management Relations Committee, South Carolina Bar

INSIGHTS

News

Jun 5, 2025

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

News

May 9, 2025

Columbia Office Grows Number of Certified Specialists in Labor & Employment Law

Videos

Apr 3, 2025

Workplace Accommodation for Manufacturing Industry Employers

Manufacturing Success, Episode #11: Transitions at the National Labor Relations Board

Manufacturing Success, Episode #10: Unpacking Recent Executive Orders Concerning Affirmative Action and DEI Standards

Acting NLRB Counsel Rolls Back Many Biden-Era Labor Memos and Begins Process of Changing U.S. Labor Laws: What Employers Need to Know