



Michael D. Carrouth

Partner

Columbia

t: 803.255.0000

f: 803.255.0202

m: 803.730.4901

Email



Service Focus

- Employee Defection and Trade Secrets
- Labor Relations
- Employment Discrimination and Harassment

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

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

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 – 2024)
- *Chambers USA*, Labor & Employment (2015 – 2023)
- 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)

Affiliations

Professional Activities

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

Insights

EVENT 11/15/23

The Pendulum Swings to the Left: A Retrospective on the NLRB's Historically Active Year

Michael D. Carrouth, Alex G. Desrosiers

[Read more →](#)

INSIGHTS 09/01/23

Workplace Law Update: 10 Essential Items on Your September To-Do List

Alba V. Aviles, Brian Balonick, Steven M. Bernstein, Raeann Burgo, Kathleen McLeod Caminiti, Michael D. Carrouth, Charles S. Caulkins, Jessica D. Causgrove, Steven R. Cupp, Patrick M. Dalin, J. Micah Dickie, Joseph W. Gagnon, Lonnie D. Giamela, Marty Heller, Brett Holubeck, Wendy Hughes, Corina Johnson, Jennifer S. Kieseewetter, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Eleanor F. Miller, Andreas Mosby, George A. Reeves III, Deniz Uzel Reilly, J. Hagood Tighe, Travis Vance, Melanie L. Webber, Sheila M. Willis

[Read more →](#)

INSIGHTS 08/28/23

Labor Board Overhauls Representation Process to Boost Union Organizing: Your 8-Step Plan to Respond

Steven M. Bernstein, Michael D. Carrouth, Charles S. Caulkins, Todd A. Lyon

[Read more →](#)

PODCASTS 07/12/23

Manufacturing Success, Episode #8, Part 3: Rightsizing the Manufacturing Workforce, the Right Way

Michael D. Carrouth, J. Hagood Tighe, David R. Kresser, Terri R. Stewart

[Read more →](#)

PODCASTS 07/06/23

Manufacturing Success, Episode #8, Part 2: Rightsizing the Manufacturing Workforce, the Right Way

Michael D. Carrouth, J. Hagood Tighe, David R. Kresser, Terri R. Stewart

[Read more →](#)

PODCASTS 06/29/23

Manufacturing Success, Episode #8, Part 1: Rightsizing the Manufacturing Workforce, the Right Way

Michael D. Carrouth, J. Hagood Tighe, David R. Kresser, Terri R. Stewart

[Read more →](#)

NEWS 06/06/23

Fisher Phillips Once Again Recognized as a Top Labor and Employment Law Firm by Chambers USA

Edwin G. Foulke Jr., Andrew J. Sommer, Travis Vance, Kristin R.B. White, Danielle Hultenius Moore, Jocelyn Campanaro, Micah Dawson, Todd A. Fredrickson, Angelica M. Ochoa, Steven M. Bernstein, Suzanne K. Bogdan, Charles S. Caulkins,

PODCASTS 05/31/23

Manufacturing Success, Episode #7, Part 2: Proactive Steps to Avoid Inspections

Michael D. Carrouth, Curtis G. Moore

[Read more →](#)

Christine E. Howard, Jeffrey E. Mandel, Cathy M. Stutin,
Shanon R. Stevenson, Laurel K. Cornell, Raymond C. Haley III,
Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler,
Megan Reese U'Sellis, Michelle I. Anderson, Edward F. Harold,
Timothy H. Scott, David W. Erb, Daniel E. Farrington, Joseph
W. Ambash, William E. Altman, Susan Hartmus Hiser,
Gregory V. Murray, Steven R. Cupp, Gregory D. Ballew, J.
Randall Coffey, James R. Holland II, Brian J. Finucane, David
B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Kathleen
McLeod Caminiti, Rosemary S. Gousman, Michael R. Marra,
Mason G. Alexander, Richard A. Millisor, Clarence M.
Belnavis, Todd A. Lyon, Nan Sato, Christopher P. Stief,
William D. Wright, Michael D. Carrouth, C. F. W. Manning II,
Stephen C. Mitchell, J. Hagood Tighe, David S. Jones, Jeff
Weintraub, Arthur V. Lambert, Stephen J. Roppolo, Teresa
Valderrama, Theresa M. Connolly, Davis C. Bae, Ralph Hua,
Radhika Mehta, Suzanne Kelly Michael, Barbara Jean D'Aquila

[Read more →](#)

EVENT

05/25/23

NLRB and OSHA Collaboration: The Next Wave of Disruption to Employee Relations and Workplace Safety by Organized Labor

Michael D. Carrouth, Todd B. Logsdon

[Read more →](#)

[View All →](#)

PODCASTS

05/24/23

Manufacturing Success, Episode #7, Part 1: Proceed with Caution - Workplace Safety in the Manufacturing Industry

Michael D. Carrouth, Curtis G. Moore

[Read more →](#)