



Michael D. Carrouth

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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 – 2025)
- Recognized in *The Best Lawyers in America*, Lawyer of the Year, Labor Law - Management (2025)
- *Chambers USA*, Labor & Employment (2015 – 2024)
- 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

VIDEOS

04/03/25

Workplace Accommodation for Manufacturing Industry Employers

Colin P. Calvert, Michael D. Carrouth

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VIDEOS

03/06/25

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

Brian Balonick, Michael D. Carrouth

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VIDEOS

02/25/25

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

Sheila M. Abron, Michael D. Carrouth

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INSIGHTS

02/18/25

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

Brian Balonick, Michael D. Carrouth

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NEWS

08/15/24

Fisher Phillips Attorneys Named Among the Best Lawyers in America® for 2025

Steven M. Bernstein, Michael D. Carrouth, Edward F. Harold, James R. Holland II, C. F. W. Manning II, J. Hagood Tighe

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PODCASTS

07/31/24

Manufacturing Success, Episode #9, Part 2: Embracing AI in the Manufacturing Industry

Michael D. Carrouth, David J. Walton

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PODCASTS

07/24/24

Manufacturing Success, Episode #9, Part 1: Embracing AI in the Manufacturing Industry

Michael D. Carrouth, David J. Walton

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Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law 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, Christine E. Howard, Jeffrey E. Mandel, Cathy M. Stutin, Michael P. Elkon, Shanon R. Stevenson, Terri R. Stewart, 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, Gregory V. Murray, Barbara Jean D'Aquila, Steven R. Cupp, Gregory D. Ballew, J. Randall Coffey, James R. Holland II, Brian J. Finucane, Melody L. Rayl, David B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Kathleen McLeod Caminiti, Rosemary S. Gousman, Michael R. Marra, David Klass, Richard A. Millisor, Clarence M. Belnavis, Todd A. Lyon, Michael P. Avila, 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, Greg Grisham, Jeff Weintraub, Stephen J. Roppolo, Teresa Valderrama, Theresa M. Connolly, Davis C. Bae, Ralph Hua, Radhika Mehta, Suzanne Kelly Michael

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FP Snapshot on Manufacturing Industry: A Survival Guide to OSHA's Regulation Allowing Union Walkthroughs of Union and Non-Union Worksites

Michael D. Carrouth, Lyle M. Chan, J. Micah Dickie

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

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Micah Dickie, Benjamin Dudek, Usama Kahf, Anne Yarovoy Khan, Vance O. Knapp, Matthew R. Korn, Todd B. Logsdon, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, Karen L. Odash, Alden J. Parker, Deniz Uzel Reilly, Robin Repass, Andria Lure Ryan, Jennifer B. Sandberg, J. Hagood Tighe, Travis Vance, David J. Walton, Melanie L. Webber, Erica G. Wilson

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