



GLENN GOODWIN

Special Counsel

Virtual Office

214.220.8308

Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Labor Relations
- Litigation and Trials
- Reductions in Force (RIFs)
- Unfair Labor Practice Charges
- Union Organizing, Representation Elections and Decertification Campaigns
- Workplace Investigations

Industry Focus

- Healthcare
- Manufacturing
- Retail

OVERVIEW

Glenn Goodwin has advised and defended businesses in high-stakes labor and employment matters for more than three decades, both in private practice and as in-house counsel. The breadth and depth of Glenn's experience give him a unique viewpoint, a rare blend of courtroom acumen, in-house perspective, and practical

business insight that clients can depend on to navigate complex workplace challenges. He assists clients with legal compliance and the avoidance or resolution of workplace disputes through a variety of measures including preventative practices, policy development, training, and the defense of complaints before administrative agencies, courts, and alternative dispute resolution.

Before joining Fisher Phillips, Glenn served for more than 14 years as Senior Managing Counsel, Labor and Employment, at a major national retailer where he provided daily counseling and long-term strategic guidance for stores, logistics operations, and call centers across the country. He was also the subject matter expert for traditional labor relations issues impacting up to 155,000 employees. Prior to that, Glenn spent 20 years in private practice with an AmLaw 100 firm, where he became an equity partner and managing partner of the firm's then-largest office.

On the employment side, Glenn has guided clients through every stage of the employment relationship — from hiring and onboarding to performance management, discipline, discharge, and post-termination disputes. He has investigated and responded to work-related complaints from individuals, attorneys and government agencies such as the NLRB, DOL, EEOC and related state agencies regarding allegations of discrimination, harassment, retaliation, wrongful termination, unfair labor practices, wage and hour violations, leaves of absence and accommodation issues under a host of federal statutes and a rapidly growing number of state and local laws. Glenn also has advised clients on change management initiatives including organizational restructurings, facility closings, relocations, large-scale reductions in force, and individual or group position eliminations. He has extensive first-chair experience in federal and state court litigation, motion hearings, jury trials, bench trials, and appeals.

Glenn has similar first-chair experience on the traditional labor side, assisting employers with the development and implementation of policies, procedures and training programs for maintaining a direct relationship with employees; managing union certification and decertification campaigns and elections (including corporate campaigns and neutrality agreements); leading collective bargaining; helping with contract administration; and defending union/employee grievances, arbitrations, and ULP Charges. He has handled over 300 labor arbitrations and was the employer's lead spokesperson in more than 100 labor contract negotiation sessions.

Glenn works remotely and is licensed in South Carolina and Texas. You may contact him by email or by phone. Please use our [Dallas](#) office address for mailing purposes only.

Credentials

Education

- University of South Carolina School of Law, J.D., 1987
- University of Oxford, B.A., Law, *with Honours*, 1984
- University of the South, B.A., *cum laude*, 1981

Admissions

- South Carolina
- Texas

Court Admissions

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

Affiliations

Professional Activities

- South Carolina Bar Association, Employment and Labor Law Section
- State Bar of Texas, Labor and Employment Law Section
- Association of Corporate Counsel, Employment and Labor Law Section
- Retail Industry Leaders Association, Labor and Employment Committee
- National Retail Federation, Committee on Employment Law
- HR Policy Association, Labor and Employment Advisory Committee
- South Carolina Council for Conflict Resolution, Coach for Civil Mediation Training