

# Patricia W. Goodson

Partner



## CONTACT INFO

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## OFFICE

150 Fayetteville Street  
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Tricia Goodson counsels employers on day-to-day issues that arise with employees, including discipline and discharge issues and wage and hour compliance. She also defends employers in state and federal court on discrimination and harassment claims and other employment-related claims.

## MY PRACTICE

### EMPLOYER'S EMPLOYMENT LAW COUNSEL

Tricia counsels management clients on a variety of employment-related issues, including federal and state discrimination and harassment laws; wage and hour compliance; employment policies and handbooks; employment agreements; restructuring; severance programs and policies; confidentiality, assignment of inventions and non-competition agreements; trade secrets; workplace violence; and drug and alcohol screening. She also counsels clients on issues arising under Title VII, the Americans with Disabilities Act, Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act and the Worker Adjustment and Retraining Notification Act.

## PRACTICE AREAS

Education  
Employment  
› Employment Litigation

## INDUSTRIES

Banking, Investment & Financial Services  
Education  
Health Care  
Manufacturing  
Media, Publishing, & Communications  
Not-for-Profits  
Retail  
Technology  
Trade Organizations

## EDUCATION

Wake Forest University School of Law  
J.D., 1996  
Wake Forest University  
B.A., 1992

## CLERKSHIP

Law Clerk to the Honorable N. Carlton Tilley, Jr., United States District Court, Middle District of North Carolina, 1996-97

## BAR & COURT ADMISSIONS

North Carolina  
US Supreme Court  
US Court of Appeals  
4th Circuit  
US District Court - North Carolina  
Western District  
Middle District  
Eastern District

In addition, Tricia drafts non-compete, confidentiality, independent contractor and employment agreements and assists clients in conducting effective workplace investigations and training regarding employee misconduct and inappropriate behavior.

## EMPLOYMENT LITIGATION EXPERIENCE

An experienced litigator, Tricia represents employers before governmental agencies and in state and federal courts on numerous employment-related matters, including charges and lawsuits under North Carolina's Retaliatory Employment Discrimination Act; common law employment claims; whistle-blower claims; wage and hour claims; and EEOC charges and lawsuits on employment discrimination, harassment and retaliation claims, including age, race, sex, disability, and national origin, as well as sexual harassment and equal pay claims. Tricia also represents clients in non-compete and confidentiality claims and other claims regarding employment agreements.

The 2019 *Chambers USA* guide states that "Patricia Goodson is noted for her adept representation of employers facing EEOC charges...[and] ADA and FMLA compliance matters."

## HONORS

Recognized as a "Labor and Employment Star" by [Benchmark Litigation](#) (2019, 2020)

Recognized by [Chambers USA: America's Leading Lawyers for Business](#) for Labor & Employment Law (2017-2019)

Recognized by her peers for inclusion in *Business North Carolina's* "[Legal Elite](#)" in Employment Law (2011, 2013-2014, 2016)

Selected by her peers for inclusion in [The Best Lawyers in America](#) in Employment Law - Management (2016-2020) and Litigation - Labor and Employment (2018-2020)

## COMMUNITY INVOLVEMENT

Global Vice-Chair, Labour Law Practice Group, [Geneva Group International \(GGI\)](#) (2015-present)

Member, [North Carolina Bar Association](#) (1997-present)

Member, [Junior League of Raleigh](#) (1997-present)

Past member, Board of Directors, [North Carolina Victim Assistance Network](#)

Past member, Board of Directors, [Capital Area Preservation, Inc.](#)

## PUBLICATIONS & MEDIA

Co-Speaker (with Melissa Weaver), "When World's Collide: How to Handle the Intersection of Worker's Comp, FMLA, and the ADA," NC Bankers Association HR Conference, March 21, 2019

Co-speaker (with Sarah Saint), "New Salary History Bans Change Hiring Practices," GGI labour and employment group webinar, November 1, 2018

Co-author (with Sarah Saint), "New Salary History Bans Change Hiring Practices," GGI Labour Law Practice Newsletter, Spring 2018

National Labor Relations Board Strikes Arbitration Agreement, December 20, 2019

US Department of Labor Clarifies Impact of Fringe Benefits on Overtime, December 18, 2019

US Department of Labor Announces Final Rule on New Salary Levels for White Collar Overtime Exemptions, September 25, 2019

Brooks Pierce to Sponsor mfgCON 2018 Event in Durham, November 2, 2018

New Salary History Bans Change Hiring Practices, May 4, 2018

Brooks Pierce Attorneys Publish Article on Salary History Bans, May 4, 2018

Brooks Pierce Attorneys, Practice Areas Earn Top Rankings from Chambers USA, May 26, 2017

Fourth Circuit Decision Opens the Door to Joint Employer Liability for Contractors - Could Your Company Be At Risk?, February 14, 2017

Triangle Business Journal Quotes Patricia Goodson on Impact of Overtime Rule Delay, December 6, 2016

Department of Labor "Overtime Rule" Enjoined by U.S. District Court, November 23, 2016

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#### SPEAKING ENGAGEMENTS

Brooks Pierce Attorneys Present on Employment Law and Benefits at NC Bankers Association HR Workshop, March 25, 2019

Tricia Goodson and Sarah Saint to Speak on Geneva Group International Webinar Regarding Salary History Bans, October 30, 2018

Twenty Brooks Pierce Attorneys to Speak at the 2015 Festival of Legal Learning, February 10, 2015

Brooks Pierce Employment Attorneys to Present at 2013 Joint HR Legal Conference, August 15, 2013