

Phillip J. Strach

Partner

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Phil regularly represents management in labor/employment law and related matters. He advises clients on covenants not to compete and litigates claims involving restrictive covenants, trade secrets, and other business-related litigation. Phil also regularly defends management and employers in employment discrimination cases and counsels management on how to prevent or reduce the risk of these lawsuits.

Recognitions

The bar rules of some states require that the standards for an attorney's inclusion in certain public accolades or recognitions be provided. When such accolades or recognitions are listed, a hyperlink is provided that leads to a description of the respective selection methodology.

- [Business North Carolina Legal Elite](#), Employment (2022)
- [Chambers USA: America's Leading Lawyers for Business](#), Labor & Employment – North Carolina (2018–2022)
- [The Best Lawyers in America](#), Litigation – Labor and Employment (2009–2010, 2021); Employment Law – Management (2011–2022)
 - [Raleigh Employment Law – Management Lawyer of the Year](#) (2013)
- [N.C. Lawyers Weekly Power List – Employment Law](#) (2021)
- [Super Lawyers Rising Stars](#) (2010–2011, 2013)
- [Business North Carolina's Legal Elite](#) (2011, 2012)

Professional Activities

Education

University of North Carolina School of Law, JD, with honors (2000)

- Staff Member, *North Carolina Law Review* (1998–1999)
- Politt-Gressman Award for Best Overall Oral Argument
- Hal Broadfoot Law Scholarship

University of North Carolina, Master of Public Administration (2000)

Campbell University, BA, summa cum laude (1996)

Admissions

North Carolina

Practice Areas

[Employment & Labor](#)

[Litigation](#)

Industries

[Business Services](#)

- North Carolina State Bar
- North Carolina Bar Association, Labor and Employment Law Section
- American Bar Association, Labor and Employment Law Section

[Education](#)[Energy & Utilities](#)[Pharmaceuticals & Medical Devices](#)[Insurance](#)[Healthcare](#)

Articles & Speeches

Insights

[Trade Secrets, Non-Competes, and More!](#) - Co-Author (January 13, 2022)

[Vaccine Employer Mandate: What NC Employers Need to Know Now](#), *NC Chamber* - Author (November 15, 2021)

[Law and Practice: North Carolina](#) - Co-Author (September 29, 2021)

Events/Speaking Engagements

[Overview and Update on the Federal Emergency Temporary Standard, North Carolina Retail Merchants Association](#) - Speaker (November 17, 2021)

[Employer Vaccine Mandates: What You Need to Know for Your Business](#) - Speaker (November 10, 2021)

[Employer's Legal Considerations for Vaccine Mandate in the Workplace](#) - Presenter (October 6, 2021)

Blogs

[Biden's COVID-19 Path Forward is Paved With Employer Obligations](#), *The HR Minute* - Co-Author (September 13, 2021)

[Charlotte City Council Considers Nondiscrimination Ordinance](#), *The HR Minute* - Co-Author (July 28, 2021)