



## Patricia Goodson

PARTNER

Raleigh

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Tricia Goodson counsels clients on all aspects of the employer relationship. Her years of experience in providing guidance to employers and litigating on their behalf when necessary allows her to provide innovative, timely counsel to employers.

### 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.

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.

Sources say: "Patricia is knowledgeable and responsive. It seems that no matter what we throw at her as an issue, she has seen it." --*Chambers USA: America's Leading Lawyers for Business*, 2017

### 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."

## SERVICES

Education

Employment Litigation

Health Care

Labor & Employment

Financial Services and Banking

Manufacturing

Media, Publishing & Communications

Not-for-Profits

Technology

## CREDENTIALS

### Clerkships

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

### Honors & Recognitions

Recognized as a "Labor and Employment Star" by *Benchmark Litigation* (2019-2021)

Recognized by *Chambers USA: America's Leading Lawyers for Business* for Labor & Employment Law (2017-2021)

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 (2016-2022) and Litigation - Labor and Employment (2018-2022)

### Education

Wake Forest University School of Law, J.D., 1996

Wake Forest University, B.A., 1992

### Admissions

North Carolina

U.S. Supreme Court

U.S. Court of Appeals for the 4th Circuit

U.S. District Court for the Western, Middle, and Eastern Districts of North Carolina

### PROFESSIONAL & CIVIC

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

Member, North Carolina Bar Association (1997-present)

Member, National Charity League (2019-present)

Past member, Board of Directors, North Carolina Victim Assistance Network

Past member, Board of Directors, Capital Area Preservation, Inc.

### ABOUT ME

My favorite virtue: Honesty

I became a lawyer because: I wanted to help people solve problems

My chief characteristic: Tenacity

What I appreciate the most in my friends: Being there in good times and bad

My main fault: Getting caught up in the details

One surprising thing people don't know about me is: I am the mother of twins

My occupation if I weren't a lawyer: Psychiatrist

Where I'd most like to live: North Carolina

My idea of happiness: Traveling with my family

What legal work most excites me: Helping clients find solutions to their problems

My greatest ambition: To raise my children to be caring and productive adults

My favorite prose authors: Robert Frost

The natural talent I'd like to be gifted with: Singing

What I admire most about my clients: Caring about their employees

I grew up in: Greensboro, North Carolina

My favorite activity away from work: Traveling with my family

The best thing about Brooks Pierce: It feels like a family

My heroes in real life: My parents

My legacy: My children

## NEWSROOM

### News

72 Brooks Pierce Attorneys Recognized in *The Best Lawyers in America*® 2022 Guide  
*The Best Lawyers in America*®, 08.19.2021

Brooks Pierce Practice Areas, Attorneys Receive Top Honors from Chambers USA  
*Chambers USA*, 05.20.2021

2020 in Review: A Look Back at Brooks Pierce's COVID-19 Coverage  
01.25.2021

Brooks Pierce Attorneys Publish Article on Vaccinations in the Workplace  
*McKnight Senior Living*, 11.17.2020

Brooks Pierce Receives Top Ranking in 2021 Edition of Benchmark Litigation  
*Benchmark Litigation*, 11.09.2020

### Speaking Engagements

Brooks Pierce Hosts Webinar on Hiring Employees Across State Lines  
08.26.2021

Tricia Goodson to Present at GGI Labour Law Webinar  
06.02.2021

Brooks Pierce Attorneys Present Webinar on COVID-19 Vaccinations in the Workplace  
01.28.2021

Brooks Pierce Partner Featured in Webinar on COVID-19's Impact on the Employment Relationship  
05.14.2020

Brooks Pierce Attorneys Present on Employment Law and Benefits at NC Bankers Association HR  
Workshop  
03.25.2019

### Publications

EEOC's New Guidance Regarding Sexual Orientation and Gender Identity Workplace Discrimination  
06.18.2021

Employers Receive New Guidance from Three Agencies on COVID-19 Issues  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 05.11.2020

Department of Labor Clarifies Scope of FFCRA  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 03.30.2020

NC Governor Cooper Expands Unemployment Benefits to Workers Affected by COVID-19  
*COVID-19 Response Resource Center: Timely Counsel for your Business*, 03.18.2020

National Labor Relations Board Strikes Arbitration Agreement  
12.20.2019