

RANDEL E. PHILLIPS

Member, Litigation

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Randy Phillips advises nonprofits and large and small businesses on a wide range of employment-related issues. He also served as Moore & Van Allen's general counsel for over 20 years, and advises lawyers and law firms about professional ethics and bar compliance issues.

A senior member of the firm's Employment group, Randy has more than 35 years of experience counseling employers on a wide range of employment law issues. He currently focuses his practice on advising nonprofits, including private schools and churches, and large and small businesses in manufacturing and energy production.

Randy has represented employers in North Carolina's three federal district courts, the U.S. Court of Appeals for the Fourth Circuit, the U.S. Supreme Court, the U.S. Equal Employment Opportunity Commission, the North Carolina courts, the North Carolina Human Relations Commission, the U.S. Office of Federal Contract Compliance Programs, and grievance arbitrations for unionized employers.

He is co-author of the North Carolina chapter of *Wage and Hour Laws: A State-by-State Survey*, published by *Bloomberg BNA*.

Notable

- *Business North Carolina Legal Elite*, 2006, 2010-2011
- *North Carolina Super Lawyers*, Employment & Labor, 2005, 2007 - 2008
- North Carolina Pro Bono Honor Society, 2018-2020
- North Carolina chapter co-author, *Wage and Hour Laws: A State by State Survey*, Second, Third and upcoming Fourth Editions (Bloomberg BNA)
- Chair, North Carolina Board of Law Examiners

Capabilities

Civil Litigation

Education

J.D., Harvard University, 1979, magna cum laude; Board of Editors, Harvard Law Review

B.A., Oxford University, Wadham College, Oxford, England, 1971

B.A., Davidson College, 1969, cum laude; Phi Beta Kappa; Rhodes Scholar

Admissions

North Carolina, 1980

U.S. Court of Appeals for the Fourth Circuit

U.S. Supreme Court

All U.S. District Courts in North Carolina

RANDEL E. PHILLIPS

- Director, Mecklenburg Bar Foundation
- Member, State Judicial Council's Salary and Benefits Committee
- Former member, Johnson C. Smith University Board of Visitors
- Past president, Community School of the Arts
- Former director, Charlotte Arts & Science Council
- Past chair, Friends of the Arts at Davidson Advisory Board
- Volunteer, local homeless support center
- Law Clerk to Hon. James B. McMillan, United States District Court, Western District of North Carolina, 1979-1980

Affiliations

- North Carolina Bar Association: Employment and Litigation Sections
- American Bar Association: Labor and Employment and Professional Responsibility Sections
- American Bar Association: State Labor Law Developments Committee (Management Chair, 1991-1994)
- Charter Member, American Employment Law Council, 1993-Present
- Member, North Carolina Board of Law Examiners, 2005-2019, Chair 2013-2015
- Former Director, Mecklenburg Bar Foundation
- Former Member, State Judicial Council's Salary and Benefits Committee

Representative Experience

- *Cathy B. Champion, Administratrix, v. PPG Industries, Inc. and PPG Industries Fiber Glass Products, Inc.* (W.D. N.C. 2004). Summary judgment granted in wrongful death case, based on workers comp preemption
- *Wilkins v. DenAmerica, Inc. et al.* (W.D. N.C. 2000). Suit alleging racially discriminatory service at a Denny's restaurant. After winning summary judgment for franchisor and its corporate parent, won jury verdict for remaining defendant, the franchisee
- *Coates et al vs. Biggers Brothers, Inc.* 3:94CV194MU. (W.D.N.C.). Representative FLSA action involving a variety of overtime claims by approximately 300 plaintiffs