Grant Wills

Associate
Charleston | 854.214.5922 | gwills@bakerdonelson.com

Grant Wills is an employment litigation attorney with extensive experience advising clients on a variety of employment issues and litigating civil and administrative employment matters.

Grant Wills is an associate in Baker Donelson's Charleston office representing employers in a variety of labor and employment matters.

Grant has extensive experience defending employers of all sizes before state and federal courts, and before administrative agencies such as the Equal Employment Opportunity Commission (EEOC) and National Labor Relations Board (NLRB). He represents employers in matters involving worker misclassification; restrictive covenants such as non-compete and non-solicitation agreements; trade secrets; whistleblowing; discrimination, harassment, and retaliation claims; wrongful discharge; wage and hour laws; and alternative dispute resolution. In addition, Grant advises and represents employers across the country in traditional labor matters related to union organizing campaigns, grievance arbitrations, contract interpretation, work stoppages, and unfair labor practices. Grant's practice also focuses on providing compliance advice to federal contractors and subcontractors on affirmative action and Office of Federal Contract Compliance Programs (OFCCP) regulations and audits.

When he is not defending clients, Grant enjoys providing advice and counsel on everyday workplace law issues. He regularly drafts and reviews employee handbooks, employment policies, separation agreements, and non-compete agreements for clients with operations across the country. He also has significant experience assisting clients undergoing reductions-in-force and reorganizations.

Before joining Baker Donelson, Grant practiced at an Am Law 200 firm, where he focused his practice in labor and employment law.

Grant is licensed to practice law in North Carolina and South Carolina.

Professional Honors & Activities

- Recognized in *Columbia Business Monthly*'s Legal Elite in Labor and Employment – Defendant (2023)
- Member – South Carolina Bar Young Lawyers Division (YLD)

Publications

- "Maryland Aims to Legislate Labor Peace," *Marijuana Venture* (December 2023)
- "Déjà Vu All Over Again: NLRB Returns to a Restrictive Employee Handbook Standard," republished in *Corporate Compliance Insights* (August 2023)
- "NLRB Extends NLRA Protection to Discussions of Race in the Workplace," republished April 25, 2023, in *HR Daily Advisor* (March 2023)
- "NLRB Challenges Overly Broad Confidentiality and Non-Disparagement Provisions in Severance Agreements," republished March 17, 2023, in *HR Advisor* (February 2023)
- "Democratic Lawmakers Push for Compulsory Union Membership and Dues Payment in Reintroduced Legislation," *JD Supra* (September 2022)

- "Comprehensive FAQs for Employers on Hurricanes and Other Workplace Disasters: 2022 Edition," *JD Supra* (September 2022)
- "Pay for Delay? NLRB's Top Prosecutor Wants Monetary Relief in Refusal-to-Bargain Cases," *JD Supra* (July 2022)
- "Utilizing Diversity and Inclusion Efforts to Attract Talent: An Employer's 6-Step Guide for Navigating the Workforce Shortage," *JD Supra* (March 2022)
- "How Employers Should Address Employee Protests and Walkouts Over Vaccine Mandates," *JD Supra* (October 2021)
- "Relief For Thousands of Federal Contractors as OFCCP Amends FY 2020 Audit Scheduling List," *JD Supra* (March 2021)
- "South Carolina Employers Receive Guidance for Responding to COVID-19 Scenarios," *JD Supra* (July 2020)
- "Columbia and Other South Carolina Cities Pass Face Mask Ordinances," *JD Supra* (July 2020)
- "One Fewer Headache: NLRB Holds That Misclassification Won't Lead to Labor Law Violations," *JD Supra* (September 2019)
- "Misclassifying Workers No Longer Constitutes an Unfair Labor Practice," *JD Supra* (August 2019)
- "Honesty Is the Best Policy: An Employer's Guide to Combatting FMLA Fraud and Abuse," *JD Supra* (July 2019)
- "Building Blocks for a Successfully Blended Workforce," *JD Supra* (April 2019)
- "Top 2019 Trends to Expect for the Gig Economy," *JD Supra* (January 2019)

Speaking Engagements

- "COVID-19 Vaccine Mandates for Federal Contractors and Subcontractors," Charlotte Area Liaison Group (February 2022)

Webinars

- Speak No More? Developments Restricting the Use of Non-Disclosure and Confidentiality Provisions (March 2023)

Education

- University of South Carolina School of Law, J.D., 2018, cum laude
  - Associate Editor-in-Chief, *South Carolina Law Review*
- University of Alabama, B.A., 2015, magna cum laude

Admissions

- North Carolina, 2021
- South Carolina, 2018
- U.S. District Court for the District of South Carolina
- U.S. District Court for the Western District of North Carolina