



## J. Christopher Anderson

Shareholder

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### Practice Areas

Litigation and Trials  
Discrimination and Harassment  
Transportation  
Wage and Hour  
Handbooks and Policies  
Energy

### Overview

Christopher Anderson represents employers in all aspects of employment and labor law, with a focus on employment litigation and employment law counseling and compliance. An accomplished and experienced litigator, Chris represents employers in federal and state courts, arbitrations, and appeals. Chris also focuses a significant portion of his practice advising human resources and executives on day-to-day employee issues and measures to avoid the cost and uncertainty of litigation.

Chris represents employers in both single-plaintiff and class action employment disputes. He has litigated cases through trial in the jury, non-jury, and arbitration settings, and handles matters requiring emergency injunctive relief. Chris litigates matters across the employment and labor spectrum, with a primary focus on:

- Discrimination, harassment and retaliation
- Wage and hour
- Unfair competition

Chris works with a broad range of national, regional, and local employers and has significant experience representing energy, financial, retail, restaurant, transportation and automotive manufacturing clients in litigation and multi-state compliance issues. Chris assists clients with:

- Discipline and termination issues

- Leaves of absence and disability accommodations
- Wage and hour issues
- Employee and supervisor training
- Employment policies and handbooks
- Executive employment agreements and restrictive covenants
- Workplace investigations
- Arbitration for union and non-union employers

Chris speaks to businesses and industry groups regularly on various employment issues that affect their daily operations and long-term strategy.

## Professional and Community Affiliations

- Board of Directors, Vice-Chair, 2012-2013; Member, 2008-2014, Calvary Young Children's School
- Board of Directors, Chair, 2017-2018; Vice Chair, 2016-2017; Member, 2014-2020, Monroe Harding Children's Home
- Fellow, Tennessee Bar Foundation, Class of 2022
- Mentor, Belmont University College of Law American Inn of Court, 2021-2024
- Member, Labor and Employment Section, American Bar Association
- Member, Tennessee Bar Association
- Member, Nashville Bar Association

## Events & Speaking Engagements

### COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims

September 18, 2020

### A Look Ahead: Employment Law Resolutions for 2017

Nashville, TN

November 17, 2016

### DOL Issues Final Overtime Rule - What Now? Nashville

Nashville, TN

June 23, 2016

### Workplace Investigations: The Social Media Impact, Millennials, and the Status of Requiring Confidentiality

Association of Corporate Counsel – Tennessee Chapter

September 17, 2015

### Telecommuting and Other Technological Challenges

Tennessee Banking Association Employment Forum

July 16, 2015

**2014 Year in Review and What to Expect in 2015**

Nashville, TN

February 24, 2015

**Conducting Lawful Investigations: An Interactive Program for Internal Investigators**

Nashville, TN

October 8, 2014

**Controlling Employee Personal Behavior in the Age of Social Media and Personal Technology**

Nashville, TN

July 25, 2013

**Employment Law Update**

Nashville, TN

May 21, 2013

**10 Common Wage & Hour Mistakes and What To Do With Them**

Littler Mendelson, Nashville, TN

February 28, 2013

**The Toxic Employee**

Nashville, TN

October 29, 2012

**Employee CSI: How to Investigate and Document Employee Behavior**

Annual Employment Conference - MT-SHRM

May 18, 2012

**The Toxic Employee**

Nashville, TN

May 3, 2012

**Early Retirement Offers: How to Structure and Apply without Legal Headaches**

M. Lee Smith Publishers Webinar

November 17, 2011

**Record Retention and E-Discovery**

Chief Information Officers (CIO) Council

May 13, 2011

**Retaliatory Discharge in Tennessee**

Tennessee Bar Association Webcast

March 17, 2011

### **Defending a Retaliatory Discharge Claim in Tennessee in Light of Gossett**

Tennessee Attorneys Memo

December 15, 2010

### **Get Outta My Facebook**

Firm Presentation

April 27, 2010

### **Exploring Retaliatory Discharge: Answers for Tennessee Attorneys**

Tennessee Attorneys Memo

October 22, 2009

### **Do Motor Carriers Have a Duty to Detect Sleep Apnea**

Firm Presentation

February 2008

## **Recognition**

- Named, The Best Lawyers in America® , 2019-2025
- Named, Stand-out Lawyer *Thomson Reuters*, 2024

## **Education**

J.D., University of Tennessee College of Law, 1998

B.A., University of Tennessee, 1994

## **Bar Admissions**

Tennessee

## **Courts**

U.S. Supreme Court

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

Tennessee Supreme Court

U.S. District Court, Western District of Tennessee

U.S. District Court, Middle District of Tennessee

## **Publications & Press**

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**Tennessee's Latest Guidance on COVID-19 Isolation and Quarantine**

*Littler ASAP*

August 24, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Can You Require That Employees Attend Social Functions?**

*In the News*

October 17, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**Mapping Out Your Compliance Game Plan for the New Overtime Rules**

*In the News*

October 31, 2016

**Are You Ready for Overhaul of Overtime?**

*External Publication*

May 11, 2016

**The Legal Challenges of Telecommuting**

*External Publication*

September 1, 2015

**The Legal Challenges of Telecommuting**

*Association of Corporate Counsel North Florida Chapter, Third Quarter Newsletter 2015*

**Are You Breaking the Rules? The Devil is in the Details: The New NLRB Guidance on the Legality of Common Employer Policies**

*External Publication*

June 18, 2015

**Whistleblowing in Tennessee: Does It Matter Who Hears the Whistle?**

*Littler ASAP*

April 2, 2015

**Doing a workplace investigation? Here's what you should know**

*External Publication*

December 10, 2014

**Tennessee Allows Tipped Employees to Waive Meal Breaks**

*Littler ASAP*

May 1, 2012

**State Supreme Court Changes Summary Judgment Rules in Employment Cases**

*Tennessee Employment Law Letter*

October 2010

**The Flood of 2010: Staying Afloat During a Natural Disaster**

*Tennessee Employment Law Letter*

June 2010

**Sixth Circuit: Burden-Shifting Analysis Doesn't Apply to ADEA Cases**

*Tennessee Employment Law Letter*

January 2010

**ADA Amendments do not Apply Retroactively**

*Tennessee Employment Law Letter*

August 2009