



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

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?

SHRM Online

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

Industry Today

October 31, 2016

Are You Ready for Overhaul of Overtime?

Wards Auto

May 11, 2016

The Legal Challenges of Telecommuting

HR Professionals Magazine

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

HR Professionals Magazine

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

Nashville Business Journal

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

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