



Marcellus D. Chamberlain

Counsel

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Practice Areas

Discrimination and Harassment

Wage and Hour

Whistleblowing, Compliance and Investigations

HR Advice and Counsel

Handbooks and Policies

Higher Education

Hospitality

Overview

Marcellus D. Chamberlain represents public and private employers in all phases of litigation, from pre-suit settlement negotiations through trial and appeal. Marc's experience in guiding employers through workplace disputes encompasses a myriad of concentrations, ranging from discrimination and harassment lawsuits to high-stakes investigations and administrative proceedings before governmental agencies. Marc also has significant experience litigating unfair labor practice charges before the National Labor Relations Board and advising employers on employment policies and other nuanced personnel matters.

Marc has represented several agricultural employers in federal lawsuits and civil enforcement actions before the Department of Labor. Notably, he successfully defended an agricultural employer as second-chair trial attorney in a 31-plaintiff collective action lawsuit. Brought by a group of foreign nationals employed under the H-2 visa program who sought millions of dollars in unpaid overtime, minimum wage and attorney's fees, the lawsuit resulted in a defense verdict on five of six claims.

During law school, Marcellus completed externships with the Hon. Henry T. Wingate and the Hon. Carlton W. Reeves, both of the U.S. District Court for the Southern District of Mississippi. Marc also served as the executive editor of the *Mississippi College Law Review*.

Professional and Community Affiliations

- Member, Labor & Employment Section, Mississippi Bar Association
- Member, Magnolia Bar Association
- Member, Charles A. Clark American Inn of Court
- Member, American Bar Association

Recognition

- Recipient, Best Casenote Award, *It Takes a Village, Not a Schoolhouse: The Deprivation of Parents and Students' Rights to Privacy & Expression in Context of Bell v. Itawamba*, *Mississippi College Law Review*, 2017

Education

J.D., Mississippi College School of Law, 2018, *magna cum laude*

B.A., Tougaloo College, 2015, *cum laude*

Bar Admissions

Mississippi

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Southern District of Mississippi

U.S. District Court, Northern District of Mississippi

Publications & Press

Job Reassignment Case Shows Need for Clear ADA Policies

Law360

April 24, 2023

2023 Fair Labor Standards Act Midwinter Report of the FLSA Subcommittee

American Bar Association Labor and Employment Law Section, Federal Labor Standards Legislation Committee

February 15, 2023

A SLAPP in the Face to Free Speech? A Nationwide Overview of Strategic Lawsuits Against Public Participation

International Association of Defense Counsel

March 9, 2020

It Takes a Village, Not a Schoolhouse: The Deprivation of Parents & Students' Rights to Privacy and Expression in Context of Bell v. Itawamba

Mississippi College Law Review

2018

Events & Speaking Engagements

Social Media and the Workplace: Balancing Employers' Needs and Employees' Rights

National Bar Institute, Mississippi Human Resource Law Seminar

May 20, 2024

Golden Rules of the Sandbox: Ethical Duty to Colleagues in the Practice of Law

Mississippi Bridge the Gap Continuing Legal Education Series

April 28, 2023

Name, Image, and Likeness in College Athletics: How It Started/How It's Going

Charles A. Clark American Inn of Court

September 26, 2022

In Legal Terms: SLAPP (Strategic Lawsuits Against Public Participation)

Mississippi Public Broadcasting

December 1, 2020

Books & Book Chapters

- Contributor, *Wage and Hour Laws: A State-by-State Survey (Mississippi)*, ABA/Bloomberg Law, 2023-2024