



## Chris Barrett

Associate

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Chris Barrett concentrates his practice in employment litigation on the state and federal levels.

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Chris Barrett is an attorney in Baker Donelson's Nashville office and a member of the Advocacy Department.

Chris is a litigator who focuses on helping employers navigate through the legal challenges they face. He has significant litigation experience in state and federal courts across the country. Chris regularly encounters a variety of employment law topics in his practice including employment discrimination, wage and hour, restrictive covenants, and trade secrets.

Prior to joining Baker Donelson, Chris worked for a Nashville law firm where he practiced labor and employment law. Prior to entering private practice, Chris served as a judicial law clerk at the trial and appellate court levels. He is licensed to practice law in Tennessee, Connecticut, and California.

### Representative Matters

- Supported trial team that achieved \$7.4 million verdict in copyright infringement lawsuit.
- Blocked service of summons in action on judgment in California where client faced \$600,000 in liability.
- Successfully argued motion to dismiss case in state court matter leading to dismissal of case and nonsuit in related case.
- Convinced opposing counsel to drop website accessibility lawsuit with one letter outlining legal deficiencies in the case.
- Prevailed on strategic early motion for partial summary judgment which significantly limited damages at issue in lawsuit and forced favorable settlement.
- Obtained and utilized discovery sanctions imposed by court on adverse party to leverage favorable resolution.

### Professional Honors & Activities

- Listed in *The Best Lawyers in America*® for Litigation - Labor and Employment (2024 – 2026)
- Listed in *Best Lawyers: Ones to Watch*® in America for Litigation - Labor and Employment (2022, 2023)
- Selected to Mid-South Rising Stars (2021 – 2024)
- Member – MT SHRM Young Professionals Committee
- Martha O'Bryan Center Ambassador – NextUp

### Publications

- "No Chill: The Future of Employee Handbook Standards at the NLRB," republished in *New Orleans CityBusiness* (August 2021)
- "Recent Union Organizing Efforts and What Employers Can Do," republished in *Corporate Counsel* (August 2021)
- "Texas Federal Court Rules in Employer's Favor on Groundbreaking Mandatory Vaccine Lawsuit" (June 14, 2021)

- "Out of Juice? Identifying and Addressing 'Burnout,'" *Litigation News*, American Bar Association (May 2021)
- "Round One Goes to the Company: Lessons Learned from Amazon's Union Organizing Drive" (April 2021)
- "Are Your Mandatory Arbitration Agreements Still Enforceable?" (April 2021)
- "Biden Administration Rollback: Are Collegiate Students Employees?," republished in *New Orleans CityBusiness* (March 2021)
- "Best Practices for Voir Dire," *Trial Evidence*, ABA's Section of Litigation Newsletter (Winter 2021)



## Speaking Engagements

- "AI in Employment Law: What HR Professionals Need to Know" (July 2023)
- "An Employer's Guide to Navigating the Interactive Process" (October 2022)
- "Cancel Culture in the Workplace," Tennessee Gas Association Fall Management Conference (November 2021)
- Coordinator/Moderator – "Effective Closing Arguments," ABA Section of Litigation Trial Practice Committee and Trial Evidence Committee (June 2021)
- "How to Manage ADA- and FMLA-Related Leave," National Business Institute (April 2021)
- "Using Handbooks to Protect Against Legal Liabilities: With Example Policies," National Business Institute (November 2020)
- "Hiring and Firing: Legal Do's and Don'ts for Crucial HR Functions," National Business Institute (November 2020)
- "Human Resource Law Boot Camp," National Business Institute (November 2018)
- "Application of the FMLA Beyond the 50/75 Rule," Nashville Bar Association Employment Law Institute (October 2018)
- "Human Resource Law: What You Need to Know Now," National Business Institute (November 2017)
- "Human Resource Law from A to Z," National Business Institute (November 2016)



## Webinars

- Employers Take Notice: H.R. 4445 is a Game-Changer (March 2022)
- Best Practices for Staying Union-Free in Today's Pro-Employee Environment (August 2021)
- The National Labor Relations Act: Risks for the Unwary Employer (May 2021)



## Education

- University of Connecticut School of Law, J.D., 2010
  - Note and Comment Editor – *Connecticut Public Interest Law Journal*
- Saint Anselm College, B.A., 2006



## Admissions

- Tennessee, 2014
- Connecticut, 2010
- California, 2020
- Federal District of Connecticut, 2011
- Federal Middle District of Tennessee, 2015