

## FREDRICK ("FRED") J. BISSINGER

**Partner** / Nashville

fbissinger@fordharrison.com / P: 615-574-6709



### **Fred Bissinger concentrates his legal practice on the representation of employers in workplace law disputes.**

Fred's practice focuses on coaching, counseling, and advising clients on difficult employee issues, especially those involving complicated disability scenarios, including mental health and addiction issues, as well as a broad spectrum of problematic behavioral issues, terminations, reductions-in-force, and job elimination scenarios. He regularly trains management teams on a variety of employment law topics and advises on policy development and implementation. Fred routinely handles employment discrimination and wrongful discharge matters at both the administrative level and in federal and state court litigation, and conducts complex investigations directly for clients and as a neutral third-party. Fred also assists clients with labor related issues, including navigating grievances and CBA compliance issues.

Prior to entering private practice, Fred served in the United States Navy Judge Advocate General Corps from 1993-1997. He also served as a Special Assistant U.S. Attorney in the U.S. Attorney's Office from 1994 to 1996.

### **Representative Experience**

- » Upon being retained after the EEOC issued a Letter of Determination in two separate matters, Fred navigated both cause findings to successful resolution during the conciliation process.
- » Effectively lead several clients through the complicated processes and issues resulting from multiple employee industrial death scenarios.
- » Assisted a client in investigating an employee embezzlement scenario, prepared a comprehensive investigation for criminal prosecution, as well as a civil lawsuit, resulting in the recovery of several hundred thousand dollars and a felony conviction for the offending employee.
- » Helped multiple clients investigate and resolve complicated

### **EDUCATION**

- » Seton Hall University School of Law (J.D., 1992)
- » Washington and Lee University (B.A., *cum laude*, 1987)

### **BAR ADMISSIONS**

- » New Jersey
- » Pennsylvania
- » Tennessee

### **COURT ADMISSIONS**

- » U.S. Court of Appeals for the Sixth Circuit
- » U.S. Court of Appeals for the Armed Forces
- » U.S. District Court for the Middle District of Tennessee
- » U.S. District Court for the Eastern District of Tennessee
- » U.S. District Court for the Western District of Tennessee
- » U.S. District Court for the District of New Jersey

and potentially problematic harassment scenarios.

- » Obtained summary judgment on reduction in force discrimination lawsuit.

## Honors & Awards

- » Martindale-Hubbell *AV Preeminent® Peer-Review* Rated
- » *The Best Lawyers in America®*, Employment Law/Management and Litigation/Labor & Employment
- » "2020 Lawyer of the Year," *Best Lawyers in America*, Litigation/Labor & Employment, Nashville.
- » Tennessee SHRM *Human Resource Management Excellence Award*, 2018

## Memberships

- » Tennessee Bar Association
- » Tennessee Society for Human Resource Management, Legislative Chair (2017-2023) (seventh consecutive term)
- » Middle Tennessee Society for Human Resource Management, 2015-2016 Diversity and Inclusion Director
- » Tennessee Society for Human Resource Management, 2012-2013 Diversity and Inclusion Committee Co-Chair
- » Middle Tennessee Society for Human Resource Management, 2010-2011 Legislative Chair and 2012-2013 Legal Advisor

## News & Insights

- » February 26, 2024 - A Continuing Discussion on the Opioid Epidemic in the Workplace – Part 3
- » December 11, 2023 - Continuing Discussion on the Opioid Epidemic in the Workplace – Part 2
- » September 07, 2023 - A Continuing Discussion on the Opioid Epidemic and the Workplace – Part 1
- » August 17, 2023 - Five Tennessee-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Three Listed in Ones to Watch
- » July 06, 2023 - "After the Addiction, Opioid Users Struggle to Get Back to Work," Bloomberg Law

## Events

- » May 01, 2024 - Navigating Internal Investigations - Complimentary Webinar
- » February 27, 2024 - 2024 Employment Law Outlook: A Comprehensive Preview - Complimentary Webinar
- » February 20, 2024 - 2024 HR Legal Update - WTNSHRM
- » December 13, 2023 - 2023 Employment Law Year in Review (And a Preview of 2024) - Tennessee SHRM
- » September 21, 2023 - "Breakout Session," 2023 Tennessee SHRM Conference & Exposition – Chattanooga, TN

## Offices

- » *Nashville:*  
150 3rd Avenue South, Suite 2010  
Nashville, Tennessee 37201