

## CHRISTOPHER C. JOHNSON

**Partner** / Tampa

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**Chris Johnson defends both local and national employers in litigation and administrative proceedings against all claims arising from the employment relationship.**

Chris also works with his clients on litigation prevention efforts including the review and revision of personnel policies and procedures to ensure compliance with evolving labor and employment laws. He understands where an employer is most vulnerable and works with his clients to eliminate those vulnerabilities.

However, when an employee does bring a claim, Chris defends his clients vigorously. Chris has extensive experience litigating cases in state and federal courts throughout the United States in both single plaintiff matters as well as class and collective actions. Chris devotes a significant portion of his practice to advising and defending clients in wage and hour matters and has successfully defended and favorably resolved large wage and hour class and collective actions in jurisdictions around the country. Chris also assists clients with drafting and enforcing restrictive covenants, including non-competition, non-solicitation, and confidentiality provisions.

Prior to joining FordHarrison, Chris was a partner at a labor and employment boutique firm in Tampa. While earning his J.D. from the University of Florida, Chris completed a judicial externship for the Honorable Don F. Briggs and the Honorable T. Michael Johnson in the Fifth Judicial Circuit of Florida. And before heading to law school, Chris spent time working in the finance department for the Tampa Bay Rays.

### Representative Experience

- » Obtained summary judgment in a disability discrimination case for a national restaurant chain.
- » Obtained dismissal of race, gender, and retaliation claims on behalf of a national clothing store.
- » Served as second chair in representation of a housing

### EDUCATION

- » University of Florida College of Law (J.D., *cum laude*, 2013)
- » University of Florida (B.S.B.A., 2010)

### BAR ADMISSIONS

- » Florida

### COURT ADMISSIONS

- » U.S. Court of Appeals for the Eleventh Circuit
- » U.S. District Court for the Middle District of Florida
- » U.S. District Court for the Southern District of Florida
- » U.S. District Court for the Northern District of Florida
- » Florida State Courts

authority against a former employee's union grievance.  
Obtained full defense verdict in arbitration of the claims.

- » Served as co-counsel successfully defeating conditional certification of a nationwide overtime claim on behalf of a national restaurant chain.
- » Obtained summary judgment for a national Professional Employer Organization ("PEO") against claims of disability discrimination and FMLA retaliation.
- » Served as co-counsel successfully defeating conditional certification of a nationwide wage and hour collective action on behalf of a large retail company.
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request.*

## Honors & Awards

- » *The Best Lawyers in America* - Litigation - Labor and Employment (2025 - 2026)
- » *The Best Lawyers in America: Ones to Watch* (2022 - 2023)
- » "Florida Rising Stars," *Super Lawyers* magazine, 2019 - 2023

## Memberships

- » Chair, Solo & Small Firm Section, The Florida Bar, 2022-2023
- » Co-Chair, Long-Range Planning Committee, Hillsborough County Bar Association YLD, 2017-2018
- » Member, Law-Related Education & Law Week Committee, Hillsborough County Bar Association YLD, 2016-present
- » Member, Wedges for Wishes Committee, Make-A-Wish of Southern Florida, 2016-present
- » Professional Partner, Moffitt Cancer Center, 2015-present
- » Member, Federal Bar Association - Tampa Bay Chapter

## News & Insights

- » September 01, 2023 - DOL's New Proposed Overtime Rule Would Drastically Increase the Salary Threshold for the White Collar Overtime Exemption
- » June 26, 2023 - Sixteen Florida-Based FordHarrison Attorneys Listed as 2023 Super Lawyers and Rising Stars
- » May 25, 2023 - Sixth Circuit Rejects the Traditional Two-Step Conditional Certification Process in FLSA Collective

## Actions

## Events

- » February 16, 2023 - "2023 Annual Labor & Employment Law Checkup," ACC Tampa Bay Seminar - Tampa, FL

## Offices

- » *Tampa:*  
401 East Jackson Street, Suite 2500  
Tampa, Florida 33602