FORDHARRISON

CHRISTOPHER C. JOHNSON

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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 on race discrimination and retaliation claims on behalf of a large resort hotel.
- Successfully decertified an FLSA collective and then later in the same matter obtained summary judgment on the underlying FLSA claims and additional FDUPTA claims on

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

behalf of a large healthcare company.

- Prevailed in arbitration against disability discrimination and retaliation claims, securing a full defense verdict on behalf of a private space exploration company.
- Obtained summary judgment in a disability discrimination case for a national restaurant chain.
- Served as second chair in representation of a housing 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 - 2027)
- 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

- March 06, 2026 - Worker Classification in Focus: DOL Proposes Rule on Independent Contractor Status
- 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:*
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