

## Thomas H. Christopher

### Senior Counsel

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### Services

Employment Litigation & Class  
Actions  
International Employment Issues  
Labor & Employment  
Trade Secrets  
Wage & Hour

Tom Christopher has extensive experience in employment and labor law, including the restrictive covenant and confidential information area. He has litigated multi-party, class action, collective action and individual cases in over 30 states and successfully defended employers in a wide variety of discrimination, harassment, wage and hour and wrongful discharge cases. He regularly advises clients in connection with restrictive covenant and confidential information matters, privacy issues, and international labor and employment law issues.

Mr. Christopher has been recognized in *The Best Lawyers in America*<sup>®</sup> for Labor & Employment Law. He was named a Georgia "Super Lawyer" in the area of Employment & Labor by *Super Lawyers* magazine. He is listed in the 2020 and the 11 years immediately preceding editions of *Chambers USA: America's Leading Lawyers for Business* for Labor & Employment Law. Mr. Christopher was recognized by *The International Who's Who of Business Lawyers* in 2013 and 2014 for Management Labor & Employment. In 2015, he was recommended by *Legal 500 US* for Trade Secrets Litigation. Mr. Christopher is AV<sup>®</sup> rated by Martindale-Hubbell\*.

\*CV, BV, and AV are registered certification marks of Reed Elsevier Properties Inc., used in accordance with the Martindale-Hubbell certification procedure's standards and policies.

### Experience

Obtained damages judgment for a national beverage manufacturer.

Kilpatrick Townsend successfully completed its representation of a pipeline contractor in Alabama federal court against two affiliated subcontractors. The subcontractors asserted over \$15 million in claims against our client.



We moved to dismiss one of the subcontractors' claims on the grounds of improper forum. The court granted our motion, and the parties later settled the claims on favorable terms for our client. The terms of the settlement are confidential.

Represented a major beverage company in class action brought under New Jersey and New York law on behalf of all route sales personnel (approximately 1,900) claiming that the company had misclassified them as exempt from the overtime provisions of state law, and seeking six years of back overtime pay. Obtained dismissal of the New York class and settled the New Jersey class on favorable terms.

Represented a major North American beverage company in a putative class action brought by seven route salespeople seeking to represent a class alleging FLSA, age and race discrimination claims against our client in the Southern District of New York. Following initial discovery, we successfully convinced the plaintiffs that the case could not be certified and then settled the individual claims on terms favorable to our client.

Represented a major beverage company in a state-wide class action contending that our client's 800+ route salespeople were not exempt from the overtime requirements of California wage laws by virtue of the Outside Sales Exemption. The matter was settled on terms favorable to our client.

Represented a major North American bottled water company in a class action brought in Los Angeles County Superior Court. Plaintiffs filed a class action complaint on behalf of themselves and similarly situated California route sales representatives alleging that our client denied overtime pay, rest periods and meal breaks to more than 1,000 of its former and current employees in violation of California law. Negotiated a favorable settlement of all claims.

Represented an aerospace manufacturing company in a race discrimination class action lawsuit in which we defeated class certification and achieved dismissal of all individual claims through subsequent summary judgments.

The firm served as lead counsel for a national baking company in benefits litigation, resulting in defeat of a request for injunction to award medical benefits to striking workers.

## **Education**

University of Alabama, J.D. (1976)

Vanderbilt University

## **Admissions**

Alabama (1976)



Georgia (1977)

### **Clerkships**

U.S. District Court for the Middle District of Alabama - Frank M. Johnson (Jan 1976-Jan 1977)

### **Professional & Community Activities**

American Bar Association, Labor and Employment Law Section, Member of the International Labor and Employment Law Subcommittee and Committee on Employee Rights and Responsibilities, Co-Chair of Subcommittee on Alternatives to Litigation, Past Co-Chair of Subcommittee on Covenants Not to Compete and Trade Secrets, Former Co-Chair of Subcommittee on Health Issues in the Workplace

Episcopal Diocese of Atlanta, Vice Chancellor (Attorney)

Kids 4 Peace USA, Board Member and Secretary

BCM, an organization that assists individuals in financial distress and provides housing for homeless families, Former Chairman of the Board

Mental Health Association of Metropolitan Atlanta, Former President

St. Lawrence School, Advisory Board

### **Insights**

#### [News Releases](#)

Record-Breaking Recognition for Kilpatrick Townsend in *The Best Lawyers in America*® 2021

August 20, 2020

#### [News Releases](#)

Kilpatrick Townsend Achieves Top-Tier Recognition from *Chambers USA 2020*

April 24, 2020

#### [Alerts](#)

California WARN Act

March 20, 2020

#### [News Releases](#)

Kilpatrick Townsend Attorneys Named 2020 Georgia Super Lawyers

March 6, 2020

#### [Perspectives](#)

Video | National Labor Relations Board Issues New Final Rule on Joint Employers



March 2, 2020

### [Alerts](#)

An Employer's Guide: Protecting Your Employees From Coronavirus (COVID-19)

March 2, 2020

### [Perspectives](#)

6 Key Takeaways | National Labor Relations Board Issues New Final Rule on Joint Employers

February 27, 2020

### [Alerts](#)

NLRB Issues New Final Rule on Joint Employers

February 27, 2020

### [News Releases](#)

Record-Breaking Recognition for Kilpatrick Townsend in *The Best Lawyers in America*® 2020

August 15, 2019

### [News Releases](#)

Kilpatrick Townsend Achieves Top-Tier Recognition from Chambers USA 2019

May 2, 2019

### [In The News](#)

Record-Breaking Recognition for Kilpatrick Townsend in The Best Lawyers in America® 2019

August 20, 2018

### [News Releases](#)

Kilpatrick Townsend Achieves Recognition From Chambers USA 2018

May 11, 2018

### [Alerts](#)

California Supreme Court Adopts a More Streamlined, Worker-Friendly Test to Determine Independent Contractor Status

May 2, 2018



### [Alerts](#)

Second Circuit Becomes the Second Federal Appeals Court to Hold That Title VII Prohibits Sexual Orientation Discrimination

March 1, 2018

### [News Releases](#)

Kilpatrick Townsend Once Again Achieves Recognition for 2018 Georgia Super Lawyers

February 28, 2018

### [Alerts](#)

U.S. Department of Labor Issues Updated Guidelines for Internship Programs Under the Fair Labor Standards Act

January 7, 2018

### [News Releases](#)

Record-Breaking Recognition for Kilpatrick Townsend in The Best Lawyers in America® 2018

August 15, 2017

### [News Releases](#)

Kilpatrick Townsend Achieves Recognition From Chambers USA 2017

May 30, 2017

### [Alerts](#)

New Georgia Law Allows Employees to Use Sick Leave for Care of Family Members

May 11, 2017

### [News Releases](#)

Kilpatrick Townsend Once Again Achieves Recognition for 2017 Georgia Super Lawyers

February 28, 2017

### [Alerts](#)

EEOC Issues Updated Guidance on Workplace Retaliation

September 2, 2016

### [News Releases](#)

Kilpatrick Townsend Earns Record-Breaking Recognition in Annual Best Lawyers in America 2017



August 16, 2016

[News Releases](#)

Kilpatrick Townsend Once Again Achieves Recognition From Chambers USA 2016

May 31, 2016

[Alerts](#)

California Becomes the First State to Adopt a \$15 Minimum Wage; New York Is Likely to Be the Second

April 4, 2016

[News Releases](#)

Kilpatrick Townsend Earns Record-Breaking Recognition in Annual Best Lawyers in America 2016

August 19, 2015

[News Releases](#)

Kilpatrick Townsend Recognized by Prestigious 2015 Legal 500 US

July 15, 2015

[Alerts](#)

DOL Releases Proposed Changes to White-Collar Exemption Rules Estimated to Affect Five Million Employees

July 1, 2015

[News Releases](#)

Kilpatrick Townsend Once Again Achieves Recognition From Chambers USA 2015

May 22, 2015

[News Releases](#)

Kilpatrick Townsend Once Again Achieves Recognition for 2015 Georgia Super Lawyers

February 26, 2015