

Christopher L. Williams

Special Counsel

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Practices

Civil Litigation

Employment Law

Retail, Restaurant, and
Hospitality

Bar Admissions

South Carolina (2003)

Louisiana (2009)

U.S. District Court, District
of South Carolina

U.S. District Court, Eastern
District of Texas

U.S. District Courts,
Eastern, Middle, and
Western Districts of
Louisiana

U.S. Court of Appeals for
the Fourth Circuit

U.S. Court of Appeals for
the Fifth Circuit

Education

J.D., Tulane University Law
School, 2003 (*magna cum
laude*, Order of the Coif)

B.A., Political Science and
Spanish, College of
Charleston, 2000

Overview

Chris Williams has devoted his entire legal career to civil litigation, representing clients in complex disputes in both state and federal courts. Over more than two decades of practice, he has developed substantial experience across a broad range of civil litigation matters, including employment litigation. At Hedrick Gardner, he represents businesses in a wide variety of civil disputes while continuing to draw on his deep experience defending employers in workplace disputes.

Chris's employment litigation background covers the full range of workplace claims, and he has extensive experience managing cases through every stage of the litigation process, from case assessment and discovery through dispositive motions, trial, and appeal. He has particular experience handling wage-and-hour compliance issues under the Fair Labor Standards Act. His experience handling complex employment matters complements his broader civil litigation practice and provides clients with practical, strategic counsel across a wide range of business disputes.

Chris earned his law degree from Tulane University Law School, graduating *magna cum laude* and earning membership in the Order of the Coif, along with the Haber Joseph McCarthy Award for Environmental Law.

Chris is a seasoned trial attorney and frequent writer and speaker whose publications include book chapters, treatise supplements, and articles on topics ranging from ERISA litigation to the Fair Labor Standards Act. He is active in the South Carolina, Louisiana, and American Bar Associations, and volunteers his time with Project HELP (Homeless Experience Legal Protection).

Experience

Publications & Presentations

- Co-Author, “Are Attorney’s Fees Available?” in *ERISA Litigation* (BNA, 3rd ed., 2008, 2009, 2010)
- “Offers of Judgment: Strategic Use of Rule 68,” *ABA Pretrial Practice & Discovery Newsletter*, Vol. 17, No. 4 (Summer 2009)
- “Application of ERISA Section 510 to Internal Workplace Complaints: A Review of Circuit Court Decisions,” *Bloomberg Law Reports – Employee Benefits*, Vol. 5, No. 45 (December 2011)
- Contributing Author, *The Family Medical Leave Act*, ABA Treatise Supplement (2013)
- Contributing Author, *The Equal Pay Act*, ABA Treatise Supplement (2014)
- Panelist, “FLSA Wheel of Fortune,” Current Developments in Labor & Employment Law, LSU Law Center and Louisiana State Bar Association (April 2019)
- “Overtime Requirements of the Fair Labor Standards Act,” 68 La. Bar Journal 437 (2021)

Awards & Honors

- Selected to *Super Lawyers*®, Labor & Employment Law (2020–2026)
- Selected by peers for inclusion in *The Best Lawyers in America*® in Litigation – Labor & Employment (2018–2025)

Involvement

- South Carolina Bar Association
- Louisiana Bar Association
- American Bar Association
- Project HELP (Homeless Experience Legal Protection)