

## Justin L. Furrow

Shareholder / Chair, Labor and Employment Section

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Employers of all size — from large, national and regional companies to family-owned businesses and startup ventures — rely on Justin Furrow's advice regarding federal and state workplace laws and regulations, and they trust his expertise in defending them in employment litigation.

Justin has successfully defended and assisted clients in matters arising under major employment laws in federal and state courts, and before administrative agencies such as the U.S. Equal Employment Opportunity Commission (EEOC) and U.S. Department of Labor (DOL). Clients benefit from Justin's experience with, and extensive knowledge of, federal and state laws related to:

- Discrimination and retaliation
- Workplace harassment
- Employee leave, including under the Family and Medical Leave Act (FMLA)
- Wage-and-hour compliance and class/collective action defense
- Employment verification (including I-9 and E-Verify)
- Wrongful discharge
- Workers' compensation
- Whistleblower protections
- Disability, including reasonable accommodation
- Enforcement of noncompetition and nonsolicitation agreements
- Workplace safety and health audits and citation contests

Justin partners with clients to provide day-to-day advice and counseling that is practical, creative, and designed to minimize risk and avoid litigation. He works together with clients to review and shape policies, procedures, and agreements governing the employer-employee relationship, limiting the



### Practices

Labor and Employment  
Compliance Counseling and Training  
Litigation and Administrative Actions  
Workplace Safety, Health, and Environmental Compliance  
Nonprofit, Educational, and Tax Exempt Entities  
Chambliss Startup Group

### Industries

Automotive  
Education  
Municipal and Government  
Manufacturing  
Chemical  
Food and Beverage  
Media  
Startup and Emerging Companies

### Education

J.D., *summa cum laude*, The University of Tennessee College of Law, *first in class*, 2008  
B.A., *magna cum laude*, History, The University of Tennessee at Chattanooga, 2005  
B.S., *magna cum laude*, Political Science, The University of Tennessee at Chattanooga, 2005

### Admissions

Georgia, 2008  
Tennessee, 2008

possibility of significant employment-related liability.

But when litigation occurs, Justin develops a thoughtful strategy that minimizes risks and delivers results, allowing the client to address its objectives. Clients benefit from Justin's hands-on, energetic, and innovative approach to matters, and his respectful style and character make him an asset to any team.

## Experience

Represented large manufacturing client and obtained pretrial dismissal of case involving FMLA retaliation and interference, and state law whistleblower claims

Defended Walden Security in unlawful retaliation race discrimination case; obtained early dismissal of certain claims against the company and of all claims against the president, and later pretrial dismissal of the remaining claims, which was affirmed on appeal

Represented family-owned business in a multi-day jury trial for claims of unlawful termination; complete defense verdict obtained

Successful defense of client in northeastern federal court in wage-and-hour lawsuit that resulted in early resolution, saving the client from defending against a class action law suit

Obtained pretrial dismissal of age discrimination and retaliation lawsuit against national, privately held security service provider

Successful trial-level dismissal of a wrongful discharge lawsuit brought against a nationwide manufacturing company and its individual officer, and success in defeating the appeal of that dismissal

Won trial-court dismissal of class action lawsuit, which was affirmed by the Tennessee Supreme Court

Successfully obtained summary judgment in Fair Labor Standards Act lawsuit against nonprofit organization

Secured complete defense verdict in multi-day arbitration of a southeastern US franchisee against a national fast food chain claiming multi-million dollars in damages for early termination of various franchise locations

Won dismissal of lawsuit against individual physician in lawsuit alleging conspiracy, antitrust, and related claims

U.S. Court of Appeals Sixth Circuit, 2009

U.S. Court of Appeals Eleventh Circuit, 2012

U.S. District Court Eastern District of Tennessee, 2009

U.S. District Court Middle District of Tennessee, 2013

U.S. District Court Northern District of Georgia, 2009

U.S. District Court Western District of Texas, 2012

U.S. District Court Middle District of Georgia, 2016

## Professional

- Meritas, Young Lawyer Liaison Program
- Defense Research Institute

## Bar Associations

- Chattanooga Bar Association
- Lookout Mountain Bar Association
- Tennessee Bar Association
- State Bar of Georgia
- American Bar Association

## Pro Bono

- Justin regularly provides legal advice to local nonprofit organizations.

## Noteworthy

- Listed Up and Coming in *Chambers USA: America's Leading Business Lawyers* for Labor & Employment, 2018
- *Mid-South Super Lawyers*, Mid-South Rising Stars, Employment & Labor, 2014 - 2018
- Leadership Chattanooga, 2014 Class
- Order of the Coif

## Community

- Chattanooga Chamber of Commerce, Public Policy Committee, Chairman; Board of Directors, Vice Chair of Policy; Executive Committee
- Make A Wish of East Tennessee, former Board Member
- Young Professionals Association of Chattanooga