

EVANS HARRISON HACKETT PLLC

Attorneys at Law



PHILIP B. BYRUM

Member of the Firm
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Philip concentrates his practice in the area of Labor & Employment law and has significant employment litigation and arbitration experience representing local, regional, and national clients in the defense of various employment discrimination and other related claims, including a number of class action claims. Throughout his career, he has investigated and successfully defended over 100 charges of discrimination filed with the Equal Employment Opportunity Commission and analogous state agencies.

Philip counsels clients on employment issues including hiring, termination, reductions in force, wage and hour compliance, OSHA investigations, disciplinary actions, background checks, employment contracts, and covenants not to compete. He also prepares employment policies and handbooks and other documents associated with employment decisions, and he assists clients in drafting and maintaining proper documentation to support employment decisions.

Philip advises clients on traditional labor matters, including litigating unfair labor practice charges, litigating grievances at arbitration hearings, formulating and implementing campaigns in National Labor Relations Board and National Mediation Board certification elections, and participating in collective bargaining sessions.

Philip also has developed and presented comprehensive employment law seminars, as well as workshops regarding harassment in the workplace, disability law, the Family and Medical Leave Act, and union avoidance.

Prior to joining the firm, Philip practiced in the Labor & Employment department of a national law firm. Philip is "BV" rated by Martindale-Hubbell peer review rankings.

Practice Areas:

Labor & Employment
General Business Litigation

Education:

J.D., University of Georgia School of Law (1999)
B.A., Emory University (1995)

Admissions:

Tennessee (1999)
Georgia (1999)
U.S. District Court, Eastern District of Tennessee (1999)
U.S. District Court, Northern District of Georgia (1999)
U.S. District Court, Western District of Michigan (2002)
U.S. Court of Appeals, Sixth Circuit (1999)
U.S. Court of Appeals, Fifth Circuit (2004)

Legal Associations:

Federal Bar Association
Tennessee Bar Association
State Bar of Georgia
Chattanooga Bar Association

Civic Organizations:

Chattanooga Room in the Inn, Board of Directors
United Way of Greater Chattanooga