CHRISTOPHER J. CARLOS

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Christopher J. Carlos focuses his practice on representing corporations in employment discrimination disputes, trying cases to verdict and handling appeals for clients in Cook County and the Chicagoland Area. He has litigated race, sexual harassment, retaliation, and national origin cases under Title VII as well as disability cases under the ADA and Illinois Human Rights Act. Mr. Carlos has also litigated age discrimination claims under the ADEA as well as other wrongful termination claims stemming from breach of employment agreements and restrictive covenants. He routinely handles administrative matters before the EEOC and the IDHR. Mr. Carlos has litigated cases brought under the Illinois Minimum Wage Law and Illinois Minimum Wage Payment and Collection Act. He regularly counsels clients regarding termination issues, including reductions in force, with the preparation and revision of severance agreements, and employee handbooks.

Mr. Carlos is also an experienced defender of owners, project managers, and contractors in construction litigation which spans personal injury accidents, design and defect issues, and contract disputes. Additionally, he regularly defends and prosecutes mechanics liens on behalf of clients.

Mr. Carlos is also a seasoned defender of asbestos and other toxic tort claims. In this respect, he concentrates his practice in complex mass tort litigation relating to personal injuries and wrongful death involving products, premises, and contractor liability claims and is actively involved in all phases of litigation for these matters up to and including trial.

SERVICE AREAS

General Negligence
Employment Law
Toxic Tort

INDUSTRY SECTORS

Construction

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Away from work, Mr. Carlos remains an involved member of the Chicago legal community. He is an active member of the American Bar Association and Hispanic National Bar Association as well as the Hispanic Lawyers Association of Illinois where he serves as the Chair of its Outreach Committee. Mr. Carlos also serves as a JD Mentor where he works regularly with JD Candidates from local law schools. Additionally, Mr. Carlos formerly served as an Adjunct Professor at Loyola University Chicago School of Law.

Prior to Johnson and Bell, Mr. Carlos was a plaintiff's attorney handling complex commercial litigation and personal injury cases. He also gained invaluable experience during his tenure at the Illinois Attorney General's Office and with the United States Department of Justice.

ADMISSIONS & EDUCATION

ADMISSIONS

Illinois Supreme Court

U.S. District Court, Northern District of Illinois

U.S. District Court, Northern District of Indiana

U.S. District Court, Central District of Illinois

U.S. Court of Appeals, Seventh Circuit

EDUCATION

Loyola University Chicago School of Law, J.D., 2000

Santa Clara University, B.S., 1995

AFFILIATIONS

American Bar Association

Hispanic National Bar Association

Hispanic Lawyers Association of Illinois

CLIENT RESULTS

Carlos Secures SJ in Discrimination Dispute

Carlos Secures Defense Verdict in Employment Dispute

Spitzzeri, Carlos Secure Dismissal of Employment Lawsuit Alleging Improper Termination and Retaliation

Carlos Secures Positive Determination from IDES Over Employee Classification Issue

Spitzzeri and Carlos Secure Defense Verdict in EEOC Case

PRESENTATIONS & PUBLICATIONS

PUBLICATIONS

"Worker Protections Secured Behind Chicago's New Paid Sick Leave Ordinance." Client Advisory, August 8, 2016

"Employer Beware - Department of Labor's New Overtime Rules Require Review and Action." Client Advisory, May 20, 2016

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"Tendering Claims: Court Ruling Underscores Why Sooner is Better." Client Advisory, April 18, 2016

"Department of Labor's Efforts to Revamp Companionship Exemption Under FLSA Rejected." Client Advisory, January 27, 2015

Co-Author, ALFA Construction Law Compendium

"EEOC Hit Twice in Three Months for Pursuing Frivolous Claims." Client Advisory, March 24, 2014

"Sometimes Doing Less Is Better -- Anwar Oshana v. FCL Builders, Inc., Et. Al." Client Advisory, May 1, 2012

National Labor Relations Board Issues Third Report on Social Media

Retaliation Claims Based on Oral Complaints Permitted Under the Fair Labor Standards Act

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