

MICHAEL L. RUSSELL

Partner



615.850.8479 direct
michael.russell@wallerlaw.com

Assistant: Renee Stangel
615.850.8545
renee.stangel@wallerlaw.com

Nashville City Center
511 Union Street
Suite 2700
Nashville, TN 37219
615.244.6380
615.244.6804 fax

An effective litigator with extensive trial experience, Michael Russell joined Waller in 2017 after nearly two decades spent representing plaintiffs in labor and employment disputes. As a member of Waller's top-ranked Labor and Employment practice, Michael's across-the-aisle experience is a unique and valuable asset for employers in the hospitality, retail, healthcare and manufacturing industries. Employers facing allegations of employment discrimination, workplace harassment and wage and hour violations rely on Michael's insight, his ability to evaluate risks, and his pragmatic approach to dispute resolution.

Michael's legal practice focuses significantly on the Fair Labor Standards Act (FLSA) and disputes involving overtime pay, recordkeeping and classifications with respect to exempt and nonexempt employees. Michael has litigated and mediated numerous nationwide FLSA class actions, and his insight gained from the plaintiff's perspective into the complexity and nuances of the law provides a meaningful advantage for the employers he now defends.

In addition to defending the interests of employers in courtroom and administrative proceedings, Michael is a Rule 31 Listed Mediator in accordance with the rules of the Tennessee Supreme Court. His impartiality and extensive experience as an advocate for both employers and employees have made him a respected mediator in all types of civil litigation.

Leadership and Recognitions

Michael serves as president of the Nashville Chapter of the Federal Bar Association, and he is a past chair of the Tennessee Bar Association Labor and Employment Section. Additionally, he was a founding member of the Howell Edmunds Jackson American Inn of Court. Michael has been recognized for his labor and employment experience by *Best Lawyers* and *Mid-South Super Lawyers*. He is rated AV Preeminent by Martindale Hubbell with a peer review rating of 5.0 out of 5.0. Michael currently serves as an adjunct professor at Belmont University College of Law, and he has been widely published in legal journals and law reviews, including *The American Journal of Trial Advocacy*, *the University of Memphis Law Review*, *the Ohio Northern University Law Review*, *the Seton Hall Constitutional Law Journal* and *Employee Rights Quarterly*.

Education

- J.D., *magna cum laude*, University of Memphis Cecil C. Humphreys School of Law, 1999
- Humphreys Law Fellowship
- B.A., *summa cum laude*, University of Tennessee, 1996

- Phi Beta Kappa

Bar Admissions

- Tennessee

Court Admissions

- United States Supreme Court
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court, All Districts of Tennessee
- U.S. District Court, All Districts of Arkansas

Professional

- Adjunct Professor, Belmont University College of Law
- Member, Nashville, Tennessee and American Bar Associations
- Executive Council Member, TBA Section on Labor and Employment Law
- Member, TBA Leadership Law Steering Committee
- Founding Member, Howell Edmunds Jackson American Inn of Court
- Former Member, Belmont University American Inn of Court

Prior Affiliations

- Member, Gilbert Russell McWherter Scott Bobbitt PLC, Nashville, Tenn., 2001-2017
- Associate, Hanover, Walsh, Jalenak & Blair, PLC, Memphis, Tenn., 2000-2001
- Associate, Spragins, Barnett, Cobb & Butler, PLC, Jackson, Tenn., 1999-2000

Community

- Deacon, Brentwood Baptist Church
- Former Member, Board of Directors, University of Tennessee Alumni Association
- Former Member, Board of Directors, University of Tennessee Alumni Legislative Council
- Former Member, Board of Directors, National Conference of Law Reviews

Up Close

Michael and his wife, Heather, endowed a scholarship at Belmont University for students from single-parent homes in honor of Michael's mother, Linda Boroughs Russell, a single parent.

Articles

- "Class Action Waivers: This Morning at The Supreme Court" by Michael Russell on Waller @Work
- "Do I Have to Pay My Employees When We Volunteer?" by Michael Russell on Waller @Work

- "Trump Administration Drops Appeal of Overtime Ruling" by Michael Russell on Waller @Work
- "Restaurants Must Be Aware of the "80/20 Rule" by Michael Russell on Waller @Work
- "California Appeals Court Ruling Adds More Uncertainty for the Financial Services Industry" by Michael Russell on Waller @Work
- "Five Days in Cuba," By Michael L. Russell, Nashville Bar Journal
- "A Lesson in Liquidated Damages from Famous Dave's," By Michael L. Russell, Tennessee Bar Association Labor & Employment Section Newsletter
- "Sexual Harassment and Prompt Corrective Measures: The Victim's Right to Know," By Michael L. Russell, Employee Rights Quarterly
- "Previous Acts of Employment Discrimination: Probative or Prejudicial?" By Michael L. Russell, American Journal of Trial Advocacy
- "The ADA and the Eleventh Amendment: Do States Have a License to Discriminate?" By Michael L. Russell, Ohio Northern University Law Review
- "Beyond Geier: Federalism Faces an Uncertain Future," By Michael L. Russell, Seton Hall Constitutional Law Journal
- "Back to the Basics: Resisting Novel and Extreme Approaches to the Law of Personal Jurisdiction and the Internet," By Michael L. Russell, University of Memphis Law Review

Events

- "ADEA Collective Actions are Heating Up," Michael L. Russell, Panelist, ABA Federal Labor Standards Legislation Committee Meeting
- "Golden Rules for Initial Pleadings in Federal Court," Michael L. Russell, Panelist, Tennessee Bar Association Federal Practice Section Annual Meeting
- "An Update on Labor and Employment Law," Co-presented by Michael L. Russell, Nashville Bar Association
- "Employment Law Update," Presented by Michael L. Russell, 73rd Judicial Conference for the Sixth Circuit Court of Appeals
- "Hot Topics in Wage and Hour Law," Co-presented by Michael L. Russell, 20th Annual Tennessee Bar Association Labor and Employment Forum
- "Viewing the Wage and Hour Claim from the Other End of the Telescope," Michael L. Russell, Panelist, DRI Employment and Labor Conference
- "Hot Topics in Wage and Hour Law," Co-presented by Michael L. Russell, 19th Annual Tennessee Bar Association Labor and Employment Forum
- "Ten Commandments for Trying an Employment Case," Presented by Michael L. Russell, Nashville Bar Association Employment Litigation Institute
- "Wage and Hour Litigation: Power and Counter Point," Co-presented by Michael L. Russell, 18th Annual Tennessee Bar Association Labor and Employment Forum