



Principal, Tampa

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Chris Cavaliere is a principal in the Tampa, Florida, office of Jackson Lewis P.C. He proactively partners with businesses throughout the country to help them navigate the daily workplace challenges of today's business world. When preventative strategies are not enough, Chris also strategically represents businesses in employment-related disputes and litigation. Whatever the workplace issue, he ensures the best team is assembled to serve the client's specific needs.

Chris takes pride in partnering with management and human resources departments for companies of all sizes. He provides practical solutions and training on multi-state workplace issues relating to hiring and firing, background checks, employee handbooks, compensation, overtime, discrimination, harassment, retaliation, breach of contract, unpaid wages, non-competition agreements, non-solicitation agreements, confidentiality agreements, and more.

Chris began his legal career as a criminal prosecutor, during which time he tried more than 20 jury trials.

Outside of his legal practice, he serves in a variety of leadership positions within the community. Chris currently serves as the Immediate Past President of HR Tampa, one of the nation's largest and most active SHRM chapters. He also serves on the Board of Directors for NeuroShifts (formerly known as Autism Shifts), an organization devoted to helping families in the neurodiverse community.

When he is not serving clients or the community, Chris can be found enjoying his time with his beautiful (and brilliant!) wife and children.

Honors and Recognition

- *The Best Lawyers in America*®, "Employment Law – Management" and "Litigation – Labor and Employment" (2023-present)
- *Florida Super Lawyers*®, "Rising Stars" (2019-present)

Pro-Bono and Community Involvement

- HR Tampa, Immediate Past President (2023-Present), President (2021-2022), President-Elect (2020), Treasurer (2019)
- NeuroShifts, Board of Directors
- ProVisors (January 2024 – present)
- Society for Human Resource Management
- Tampa Bay Businesses for Culture and the Arts, Board of Directors (2017-2022)

Published Works

- ["Not So Fast: Thinking Twice Before Imposing Health Insurance Surcharges on Unvaccinated Employees."](#) *HR Professionals Magazine* (October 2021) [Co-Author]

Practices

- National Compliance and Multi-State Solutions
- Workplace Training
- Financial Services

Education

- Stetson University College of Law, J.D. 2010
- Stetson University, B.A. 2007

Admitted to Practice

- Florida - M.D. Fla. 2014
- Florida - N.D. Fla. 2016
- Florida - S.D. Fla. 2016
- District of Columbia 2016
- Florida 2010

Speeches

- “Keeping Your House in (Law and) Order: How to Do Your Own Employment Law Compliance Check (Without a Lawyer!)” HR Topics, (Virtual, April 2024) (presenter)
- “The Future of Non-Competes: The FTC’s Proposed Rule on Non-Compete Agreements,” Association of Corporate Counsel / Jackson Lewis 2023 Orlando Labor and Employment Conference (Orlando, FL, May 2023) (presenter)
- “Protect Your Business and Your People: Learn How Human Trafficking Impacts Your HR Strategy,” NOMORE Foundation (Tampa, FL, May 2023) (panelist)
- “2019 Florida Legislative Session Recap & Employment Law Refresher,” HR Tampa (Tampa, FL, June 2019) (presenter)