

Christopher M. Caiaccio

Counsel

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Services

Construction & Infrastructure
Employment Counseling
Employment Litigation & Class
Actions
Labor & Employment
Labor Relations
Litigation
OSHA Compliance & Litigation
Wage & Hour

Industries

Construction & Infrastructure
Retail & Consumer Goods

Chris Caiaccio has been practicing exclusively in the area of labor and employment his entire legal career. Chris has broad experience working with employers to assist with human resource issues including employment discrimination, non-compete agreements, employment contracts, sexual harassment, wage and hour issues, and independent contractor misclassification. He also regularly advises clients on labor relations matters such as union avoidance, unfair labor practice charges, secondary boycotts, collective bargaining, strike contingency planning, grievance and arbitration, and other matters involving the National Labor Relations Board. Chris counsels clients on labor law issues impacting employers in the construction industry including double-breasting, project labor agreements, and Davis Bacon Act compliance.

Chris has particular experience in representing clients in non-compete and trade secret litigation in state and federal court including claims for breach of contract, misappropriation of trade secrets, computer fraud and abuse, and violation of the Stored Electronic Communication Act. He has helped clients enforce restrictive covenants and has assisted clients in navigating the hiring of employees subject to restrictive covenants including handling injunction and temporary restraining orders.

Prior to joining the firm, Chris was of counsel in the Atlanta, Georgia office of an international law firm where he focused his practice on all aspects of labor and employment law.

While attending law school, Chris served as a member of the Moot Court Board, and also served as a member of the Robert Wagner Labor Law Moot Court Team on which he represented the University of Tennessee College of Law at a national moot court competition in New York.

Chris was recognized in *The Best Lawyers in America*® for Management Employment Law in 2023 and for Management Employment Law, Management Labor Law, and Labor and Employment Litigation in 2027 and the three years immediately preceding. He is recipient of the “Specialty Partner of the Year” Award in 2020 by the Independent Electrical Contractors (IEC) Atlanta & Georgia Chapters for his commitment and impact to the electrical industry and IEC.

Education

University of Tennessee College of Law J.D. (2002) *magna cum laude*

Florida State University B.S. (1999) International Business, *magna cum laude*

Admissions

Georgia (2004)

Tennessee (2002)

Court Admissions

U.S. Court of Appeals for the Eleventh Circuit

U.S. District Court for the Eastern District of Tennessee

U.S. District Court for the Middle District of Georgia

U.S. District Court for the Northern District of Florida

U.S. District Court for the Northern District of Georgia

U.S. District Court for the Northern District of Oklahoma

Professional & Community Activities

Associated General Contractors, Labor and Employment Council, Member

Georgia Chapter of Associated General Contractors, Member

Georgia Chapter of Associated Builders and Contractors, Member

Georgia Motor Trucking Association, Members

Atlanta Chapter of Independent Electrical Contractors, Board Member (2021-2022)

American Bar Association, Committee on Practice & Procedure under the NLRA, Regional Co-Chair

American Bar Association, Committee on Development of the Law Under the NLRA, Member

Atlanta Bar Association, Member

Tennessee Bar Association, Member

Insights

News Releases

Kilpatrick Attorneys Once Again Earn Outstanding Recognitions in 2027 Edition of The Best Lawyers in America®

August 20, 2026

Alert

Houston, We (May) Have a Constitutional Problem: Fifth Circuit Puts NLRB Structure in the Hot Seat
August 25, 2025

Alert

Trump Revokes \$15 Contractor Minimum Wage and Infrastructure Project Orders
March 19, 2025

Alert

Reshaping Federal Labor Policy: Acting NLRB General Counsel Rescinds Numerous Biden-Era Guidance Memos
February 18, 2025

Alert

Collaboration with Unions No Longer Required for Large-Scale Federal Construction Projects
January 23, 2025