



Timothy J. Weatherholt

Partner

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Email



Service Focus

- Wage and Hour

Industry Focus

- Manufacturing

Overview

Tim Weatherholt is a partner in the Louisville office of Fisher Phillips. Tim has extensive class and collective action experience in wage and hour law matters. Tim has litigated numerous class and collective action cases, achieving successful results for a wide variety of employers in misclassification cases, off-the-clock cases, and delivery driver cases. As part of Tim's wage and hour practice, he has led multiple audits for national companies regarding exempt/non-exempt status of employees.

Tim's practice also involves representation of management in employment litigation involving civil rights, retaliation, wrongful termination and discrimination under Title VII and Kentucky law. Tim has helped numerous employers prevail at the summary judgment in Kentucky state and federal courts. Representative cases include an age discrimination case in Morgan County, Kentucky; a worker's compensation retaliation case in Henderson County, Kentucky; a worker's compensation retaliation case in the U.S. District Court for the Eastern District of Kentucky; an ADA case in the Western District of Kentucky; and a disability case under the Kentucky Civil Rights Act in Scott County, Kentucky.

Tim prepared extensive briefing and served as an integral part of the team that successfully litigated the famous "paint suit" case, a 15-year case involving alleged uncompensated donning, doffing, and walking time for team members at Toyota Motor Manufacturing, Kentucky's plant in Georgetown. During that case, Tim prepared briefing on the novel argument that the Kentucky Wages and Hours

Act does not permit class actions, a position that became the law in Kentucky for over three years, before it was overturned by the Kentucky Supreme Court in an unrelated case in August 2017.

For over a year from 2015 to 2016, Tim worked “in-house” for two days a week at Toyota’s former manufacturing headquarters in Erlanger, Kentucky as part of a secondment arrangement to support Toyota’s operations during its transition to its new Plano, TX headquarters. As part of that arrangement, Tim performed in-house counsel tasks, including the following: analyzing multiple state laws, creating and revising policies and procedures, leading efforts toward policy harmonization across manufacturing facilities, drafting internal communications, preparing legal training documents, leading legal training of supervisors and HR, creating internal reports, providing daily advice and counseling, reviewing termination decisions and other corrective action, drafting monthly newsletters, and creating state law surveys.

Tim also contributes content to the firm’s [Wage and Hour Blog](#) and various other firm and local bar publications.

While attending Vanderbilt Law School, Tim placed second in the Bass, Berry & Sims Intramural Moot Court competition. After graduating from Vanderbilt Law School in 2004, Tim clerked for the Honorable Joseph H. McKinley, Jr. of the United States District Court for the Western District of Kentucky for two years. From September 2006 to March 2009, Tim worked as an associate at a large regional law firm in Louisville, before joining Fisher Phillips in April 2009.

Credentials

Education

- J.D., 2004, Vanderbilt University Law School
- B.A., 2001, Transylvania University

Bar Admissions

- Kentucky

Court Admissions

- Kentucky Supreme Court
- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Eastern District of Kentucky
- U.S. District Court for the Western District of Kentucky

Recognitions

- Recognized in *The Best Lawyers in America* (2018 – 2025)

EVENT

11/14/24

2024 Louisville Annual Labor & Employment Law Seminar

Erin M. Shaughnessy, Megan Reese U'Sellis, Todd B. Logsdon, Chantell C. Foley, Timothy J. Weatherholt, John Rogers, Laurel K. Cornell, George D. Adams

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NEWS

03/15/24

Louisville Partner Discusses Potential Legal Pitfalls When Integrating AI Into Business Operations

Timothy J. Weatherholt

[Read more →](#)

EVENT

11/16/23

Louisville Annual Labor & Employment Law Seminar

Laurel K. Cornell, George D. Adams, Raymond C. Haley III, Emily N. Litzinger, Erin M. Shaughnessy, Craig P. Siegenthaler, Megan Reese U'Sellis, Timothy J. Weatherholt

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INSIGHTS

01/19/23

A Recent Proposed Change In The Law Embraces A Broader Standard For Determining Who Is An 'Employer' In Kentucky

Timothy J. Weatherholt

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EVENT

11/09/22

Louisville Annual Labor and Employment Seminar

George D. Adams, Laurel K. Cornell, Chantell C. Foley, Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Timothy J. Weatherholt

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EVENT

11/17/21

Louisville Annual Labor and Employment Seminar – Hedging Your Bets: How Defensive HR Can Make Your Job Easier

George D. Adams, Laurel K. Cornell, Chantell C. Foley, Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Timothy J. Weatherholt

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EVENT

01/13/21

fpVirtual Monthly Webinar Wednesdays With our Louisville Office - Employment Law Changes to Expect From the Biden Administration

Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Timothy J. Weatherholt

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NEWS

10/27/20

Louisville Partner Talks to SHRM about USERRA Leave

Timothy J. Weatherholt

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NEWS

08/20/20

Fisher Phillips Attorneys Receive Top Honors in Best Lawyers in America©

Michael V. Abcarian, Stephanie R. Alexander, William E. Altman, Christopher Alvarez, Joseph W. Ambash, Craig R. Annunziata, Davis C. Bae, Gregory D. Ballew, Kelsey E. Schiappacasse, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Jocelyn Campanaro, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, Lyle M. Chan, J. Randall Coffey, Theresa M. Connolly, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, J. Micah Dickie, Burton F. Dodd, David B. Dornak, Benjamin Dudek, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Joseph W. Gagnon, Brian J. Gershengorn, Lauren G. Goetzl, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Lori A. Guner, Raymond C. Haley III, Edward F. Harold, JonVieve D. Hill, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Clyde H. Jacob III, David S. Jones, Matthew R. Korn, Danielle Krauthamer Zobel, Edwina C. Kye, Arthur V. Lambert, Terry E. Lardakis, Aymara Ledezma, Courtney Leyes, Karl R. Lindegren, Steven M. Loewengart, Reyburn W. Lominack III, Nathan K. Low, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Phillips L. McWilliams, Richard A. Millisor, Stephen C. Mitchell, Danielle Hultenius Moore, R. Henry Moore, Timothy J. Murphy, Gregory V. Murray, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, James Patrick, Jonathan P. Pearson, Regina A. Petty, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Melody L. Rayl, Thomas Paul Rebel, Mark J. Ricciardi, Ashton M. Riley, Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, Cheryl L. Schreck, David E. Schreiner, Stephen Scott, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, John W. Stapleton, Shanon R. Stevenson, Terri R. Stewart, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, James Sullivan, Martin F. Thompson, Megan Reese U'Sellis, Pavneet Singh Uppal, Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Alexander A. Wheatley, Benton N. Wood, Robert Yonowitz, George D. Adams, Richard R. Meneghello, Hannah Sweiss, Robert M. Robenalt, Todd A. Lyon, Todd B. Logsdon, J. Hagood Tighe, Danielle S. Urban, Sheila M. Abron, Kristin R.B. White, Michelle I. Anderson

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EVENT

11/14/19

Triple Crown of Employment Law

George D. Adams, Chantell C. Foley, Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Timothy J. Weatherholt

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