



# Christopher J. Dawes

Partner

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Chris is an experienced litigator who handles a diverse range of commercial disputes. He has particularly deep experience in real estate litigation, business litigation, construction matters and employment-related litigation.

Chris guides clients through proceedings in the state and federal courts and successfully resolves matters through mediation and arbitration. He also works closely with clients to create pragmatic strategies that can help to avoid litigation altogether. His experience includes:

- business torts
- commercial litigation
- construction defects
- corporate dissolutions
- creditors' rights
- insurance coverage
- labor and employment
- lender liability
- real estate matters
- receiverships matters
- shareholder litigation

In his construction practice, Chris counsels clients on design defects and construction defects, breach of contract and indemnity recovery and subrogation and cases arising from constructive changes, delay, acceleration and lost labor productivity, as well as defective specification.

Chris was the lead attorney in a precedent-setting case before the Colorado Supreme Court that resolved an important business law issue that directly impacted builders and developers. The court's decision in *Pulte Home Corp. v. Countryside Community Association, Inc.* was a victory for the home building industry because it reversed a lower court's decision that had threatened to cost the industry many millions of dollars by inspiring a wave of copycat lawsuits. The justices found that the Colorado Court of Appeals had erred when it ruled that a "common interest community" is formed immediately upon a developer's recordation of a declaration and plat, rendering the developer immediately liable for assessments.

Chris also frequently represents employers throughout the United States in federal and state courts and administrative tribunals in cases alleging violations of Title VII, including discrimination claims related to age, race, religion, sex, national origin, sexual orientation and gender identity. He has also handled wrongful termination, retaliation and whistle-blower claims.

In addition, he has experience in resolving wage and hour issues and FMLA matters. He also helps companies to protect their trade secrets and advises clients on employment and confidentiality agreements, including non-competition agreements. A significant portion of Chris' practice includes discipline and discharge of employees, and the negotiation, preparation and enforcement of employment and severance agreements.

## Services

- Litigation
- Construction
- Employment Litigation
- Labor & Employment
- Trade Secrets & Restrictive Covenants
- Wage & Hour Compliance
- Real Estate
- Retail Industry
- Title Insurance
- Real Estate Litigation

## Before Fox Rothschild

Prior to joining Fox, Chris was a shareholder in Lottner Rubin Fishman Saul. He was also previously a partner at a regional business litigation firm in Florida that represented national and regional banks as well as the FDIC.

## Bar Admissions

- Colorado
- Florida

## Education

- University of Miami (LL.M., 2002)
- Oklahoma City University (J.D., *magna cum laude*, 1994)
- Ursinus College (B.A., 1991)

## Memberships

- American Bar Association
- Colorado Bar Association
- Denver Bar Association

## Honors & Awards

- Martindale-Hubbell AV® Preeminent™ rated as one of "Denver's Top Rated Lawyers"