



Zachary L. Erwin

Of Counsel

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Zachary Erwin concentrates his practice primarily in labor and employment defense. He is of counsel in Baker Donelson's Baltimore office and a member of the Labor & Employment Group.

Mr. Erwin's practice focuses on defending employers against individual and collective actions related to employment discrimination, employee benefits, and wage and hour claims under Title VII of the Civil Rights Act, the Fair Labor Standards Act, and the Americans with Disabilities Act. He has vast experience representing employers and insurers in both state and federal courts and before state and federal administrative agencies, including the U.S. Equal Employment Opportunity Commission, the Maryland Commission on Civil Rights, numerous Maryland and D.C. fair employment practices agencies, the Department of Labor, and MOSH/OSHA.

Mr. Erwin regularly counsels clients on all aspects of the employer-employee relationship, including employee handbooks, discrimination and accommodation, wage payment and collection, employee termination, and issues that frequently arise in the overlap between employment law and workers' compensation. Additionally, Mr. Erwin has extensive experience in Maryland and Washington, D.C., representing employers and insurers in workers' compensation cases.



Representative Matters

- Successfully defended a national pharmaceutical retail chain in an ADA discrimination claim brought in U.S. District Court. Won summary judgment on all counts by successfully arguing the employee did not meet the definition of a "qualified individual" under the Act, and secured confirmation of judgment on appeal before the United States Court of Appeals for the Fourth Circuit.
- Obtained summary judgment on behalf of a Maryland municipality in a complex wage and hour matter brought under the Fair Labor Standards Act, Maryland Wage and Hour Law, and Maryland Wage Payment and Collection Law.
- Served as first chair in defense of a large healthcare system in a wrongful termination and breach of contract action brought by a physician. Ultimately obtained judgment in favor of the health system on all counts.
- Successfully defended a Maryland construction company in a wage and hour matter brought under the Fair Labor Standards Act and Maryland Wage and Hour Law by obtaining summary judgment under the Portal-to-Portal Act and the Motor Carrier Exemption to the FLSA.



Professional Honors & Activities

- Member – American Bar Association
- Member – Maryland Bar Association
- Selected to Maryland Super Lawyers (2020 – 2025)
- Selected to Maryland Rising Stars (2015 – 2019)



Publications

- "Analyzing the Disruptive Physician: How State and Federal Courts Should Handle Whistleblower Cases Brought by Disruptive Physicians," 44 *Duquesne Law Review* 275 (2006)



Webinars

- An Overview of the 2025 Maryland Legislative Session – What Employers Need to Know (April 2025)



Education

- Duquesne University School of Law, J.D., 2006
- Denison University, B.A., 2003



Admissions

- Maryland
- District of Columbia
- U.S. Court of Appeals for the Fourth Circuit
- U.S. District Court for the District of Maryland
- U.S. District Court for the District of Columbia