

## Courtney B. Wilson

Shareholder

Co-Chair, Appellate Practice Group

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## Focus Areas

Unfair Competition and Trade Secrets

Litigation and Trials

Appellate

## Overview

A skilled litigator with over 30 years of first chair trial experience, Courtney B. Wilson has tried employment cases before judges, juries and arbitrators throughout Florida, appearing in all state and federal trial courts and in administrative proceedings. In addition, he has handled multiple appeals in the United States Supreme Court, in multiple Circuit Courts of Appeal and in the state appellate courts throughout Florida. Courtney's practice includes:

- Prosecuting and defending non-compete, unfair competition and trade secret claims
- Litigating complex employment contract claims
- The Employee Retirement Income Security Act (ERISA) litigation including class action
- Appellate practice
- Defending public accommodation claims under Title III of the Americans With Disabilities Act including physical facilities and websites
- Independent contractor/employee misclassification claims
- Enforcement of arbitration agreements and class waivers

Courtney's experience ranges from representing small employers defending single plaintiff cases to acting as lead counsel for a Fortune 10 multi-national corporation in a nationwide class action. Recently, Courtney successfully defended a major multi-national technology company in several class actions, and secured a precedent-setting appellate court decision holding on-demand service providers were correctly classified as independent contractors.

Courtney chairs Littler’s Appellate Practice Group and previously chaired its Appellate Practice & Procedure Sub-Group. Courtney also founded Littler’s Americans with Disabilities Title III (public access) Practice Group.

Prior to joining Littler, Courtney served in several leadership roles with the Labor and Employment Law Section of the Florida Bar, serving as Chair of the Section in 2002-03, and he developed the initial standards for board certification of labor and employment lawyers in Florida.

In 2000, Courtney was one of only five Miami lawyers recognized in *The Best Lawyers in America*® in the category of Labor and Employment Law, and he has been selected for inclusion in every edition from 2000 to 2019.

## Professional and Community Affiliations

- Chair, Labor and Employment Law Section, Florida Bar, 2002-2003
- Former Member, Executive Council, Labor and Employment Law Section, Florida Bar

## Recognition

- Named, The Best Lawyers in America®, 2000-2024

## Education

J.D., University of Florida College of Law, 1986, *With Honors*

B.A., University of South Florida, 1982, *cum laude*

## Bar Admissions

Florida

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Northern District of Florida

## Publications & Press

### Employment Contracts in the Americas

*Littler Podcast*

March 31, 2023

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Littler Appoints New Practice and Industry Group Chairs**

*Littler Press Release*

October 14, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Outrunning Contractual Non-Compete Undertakings: Does The Eleventh Circuit's Palmer & Cay Decision Offer 'Earlybird Specials' For Florida Forum Shoppers**

*The Florida Bar Journal Vol. 79 No. 11*

December 2005

**Application of The Florida Civil Rights Act to Extraterritorial Employees in Sinclair v. De Jay Corp., Gives a Parochial Statute Potentially Limitless Application**

*The Florida Bar Journal Vol. 74 No. 1*

January 2000

**Tort Reform and Its Impact on Labor and Employment Law in Florida**

*The Checkoff Vol. 30 No. 1*

September 1999

**Analyzing Retaliation Claims Premised on Conditional Settlement Offers: Abandoning Comparative Evidence Yields Inconsistent Results"**

*The Checkoff Vol. 26 No. 2*

January 1995

**Speaking Engagements**

**2023 Florida Regional Employer Conference**

Miami, FL

October 12, 2023

**Emerging Accessibility Issues Under Title III of the ADA**

Florida Regional Employer Conference, Miami, FL

October 24, 2019

**Go Your Own Way: A Deep Dive into Noncompetes - Their Risks and Rewards**

ACC South Florida 10th Annual CLE Conference Fort Lauderdale, FL

September 19, 2019

**Statutory And Common Law Protection Of Business Interests**

15th Labor and Employment Law Annual Update and Certification Review - The Florida Bar, Orlando, FL

January 30, 2015

**A Survey and Analysis of State Law Governing the Existence Scope and Alleged Breach of Employees' Duty of Loyalty**

Annual Multi-State Labor & Employment Law Seminar - SMU Dedman School of Law

2003

**Litigating the Efficacy of Sexual Harassment Investigations From Discovery Through Examination of the Attorney/ Investigator at Trial**

Annual Multi-State Labor & Employment Law Seminar - SMU Dedman School of Law

2002