



Adriana Foreman

Associate

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Focus Areas

Business Restructuring and M&A
Labor Management Relations
Discrimination and Harassment
Litigation and Trials

Overview

Adriana Foreman advises and represents employers in a broad range of labor and employment matters. She regularly defends single plaintiff employment cases brought in federal and state courts, as well as claims involving employment discrimination, retaliation and harassment before the Equal Employment Opportunity Commission and state employment agencies. Adriana also represents and counsels clients on labor relations matters, including unfair labor practice proceedings and union organizing.

In addition to her litigation and traditional labor practice, Adriana devotes a substantial portion of her practice to business restructuring and M&A matters. She advises employers on difficult employment issues related to reductions in force and other business restructuring and downsizing matters, including compliance with federal and state Worker Adjustment and Retraining Notification (WARN) Acts and the Older Workers Benefit Protection Act (OWBPA). In addition, she performs preacquisition due diligence for corporate clients and private equity firms to identify employment obligations and liabilities that may impact the value and structure of a corporate transaction.

Prior to joining Littler, Adriana worked at a global law firm as part of the firm's financial restructuring and insolvency group. Her practice focused primarily on corporate bankruptcy and restructuring matters, including the representation of debtors and creditors in Chapter 11 proceedings. Prior to that, she served as a law clerk to the Hon. Robert E. Grossman of the U.S. Bankruptcy Court for the Eastern District of New York.

In law school, Adriana served as the managing editor for the *Stetson Law Review* and a member of the Moot Court Board. She also interned for the National Labor Relations Board and served as a summer law clerk at an employment defense firm in Tampa, Florida.

Recognition

- LCLD Pathfinder, *Leadership Council on Legal Diversity (LCLD)*, 2023
- Named, Lawyer on the Rise, *The Black Women Lawyers' Association*, 2023
- Named, Rising Star, New York Metro, *Super Lawyers*, 2023
- Fellow, *National Employment Law Council*, 2021-2022
- Recipient, Dean W. Gary Vause Award for Outstanding Labor and Employment Law School Student, *Florida Bar, Labor and Employment Law Section*, 2017
- Recipient, Dean's Award, 2017, *Stetson University College of Law*

Education

J.D., Stetson University School of Law, 2017, *cum laude*

B.S., University of Central Florida, 2013

Bar Admissions

New York

Florida

Courts

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of Florida

Languages

Spanish

Publications & Press

WARNing: Amendments to the New York WARN Act Regulations are Now in Effect

Littler ASAP

June 26, 2023

Little Attorneys Participating in 2023 Diversity Leadership Programs

Little Press Release

April 17, 2023

Little Attorneys Selected for 2022 Diversity Leadership Programs

Little Press Release

March 25, 2022

New York City Passes Sweeping Set of Bills Aimed at Delivery Drivers and Hotel Workers

Little Insight

September 30, 2021

NYC Council Requires Human Services Contractors to Enter Into Labor Peace Agreements

Little Insight

August 24, 2021

New York City Executive Order Imposes Sexual Harassment Reporting Requirements on Organizations that Contract with City Agencies

Little ASAP

May 3, 2021

Inaugural Report of Little's Global Workplace Transformation Initiative

Little Report

March 30, 2021

Little Attorneys Selected for Diversity Leadership Programs

Little Press Release

March 23, 2021

Speaking Engagements

Modern Labor – Everything Has Changed

April 9, 2024

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

Books & Book Chapters

- Books & Book Chapters, *The Developing Labor Law*, American Bar Association, contributing editor