

## Adriana Foreman

Associate

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## Focus Areas

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

## Overview

Adriana Foreman represents and advises employers in a broad range of labor and employment matters, including front-end compliance, internal investigations, and litigation. She regularly defends single plaintiff employment discrimination, retaliation, and harassment cases brought in federal and state courts. Adriana also advises clients on a wide array of labor relations matters, including unfair labor practice proceedings, union organizing, collective bargaining agreements, and labor grievances and arbitrations.

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 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 externed for the National Labor Relations Board, Region 12.

## 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

### **Governor Hochul Seeks to Expand New York WARN Notice Requirements to Include AI Disclosures**

*Little ASAP*

January 23, 2025

### **Delaware Issues its WARN Act Regulations**

*Little Insight*

December 9, 2024

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

*Little 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**

**2024 Tri-State Regional Employer Conference**

New York, NY

September 19, 2024

**Modern Labor – Everything Has Changed**

April 9, 2024

**2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

**I Had to Phone Someone, So I Picked on You: Union Protections for Non-Union Employees?**

ABA Development Labor Law Committee Midwinter Meeting

February 27, 2023

**Books & Book Chapters**

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