



Alan Persaud

Associate

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Focus Areas

Litigation and Trials
Discrimination and Harassment
Whistleblowing and Retaliation
Wage and Hour

Overview

Alan Persaud has experience in federal and state civil litigation involving employment law matters.

Prior to joining Littler, Alan represented public and private employers on claims involving:

- Title VII of the Civil Rights Act of 1964
- Florida Civil Rights Act
- Florida Whistleblower's Act
- Uniformed Services Employment and Reemployment Rights Act
- Family and Medical Leave Act
- Fair Labor Standards Act
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- 42 U.S.C. Sections 1981 and 1983

While completing Florida International University's J.D./M.B.A. joint-degree program, Alan served as a global labor and employment law clerk at a transportation and logistics company, honors legal intern at the U.S. Securities and Exchange Commission, and judicial intern to the Hon. Beth Bloom of the U.S. District Court for the Southern District of Florida. During law school, Alan also served as the vice president of the Employment and Labor Law Society, president of the Business Law Society, FIU law student ambassador, Student Bar Association Professional Development Committee chair,

and staff member of the *FIU Law Review*. The Florida Bar Labor and Employment Law Section honored his achievements in labor and employment law by awarding Alan with the 2018-2019 Outstanding Labor and Employment Law Student Scholarship and Award.

Professional and Community Affiliations

- Member, Asian Pacific American Bar Association
- Member, Caribbean Bar Association
- Member, The Florida Bar Labor and Employment Law Section

Recognition

- Fellow, National Employment Law Council Academy, *National Employment Law Council*, 2022
- Recipient, Outstanding Labor and Employment Law Student Scholarship and Award, *The Florida Bar, Labor and Employment Law Section*, 2018-2019
- Recipient, Alex and Maribety Alvarez Excellence in Service Award, *Florida International University College of Law*, 2019
- Recipient, Outstanding Contribution to FIU Law Review Award, *FIU Law Review*, 2018-2019
- Recipient, Outstanding Symposium Contribution Award, *FIU Law Review*, 2018-2019
- Recipient, International MBA Program Exceptional Leadership Award, *FIU Chapman Graduate School of Business*, 2018

Education

J.D., Florida International University College of Law, 2019

M.B.A., Florida International University, 2019

B.B.A., Florida International University, 2016

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Eleventh Circuit Holds FLSA Administrative Exemption Applies to Business Development Managers Who Drove Business to Car Manufacturer

Littler ASAP

April 11, 2022

Employers Must Beware Harassment Risks Posed By Emojis

Law360 Employment Authority

April 4, 2022

Salt Bae’s Sprinkle of First Impression: Eleventh Circuit Holds Mandatory Service Charges Are Not “Tips” and May Be Used to Satisfy FLSA Wage Requirements

Littler Insight

March 30, 2022

Littler Attorneys Selected for 2022 Diversity Leadership Programs

Littler Press Release

March 25, 2022

Is an Emoji Worth a Thousand Words? The Impact of Emojis in the Workplace

Littler Insight

March 23, 2022

To Quash or Not to Quash: Necessity of Formal Service of Process on Foreign Defendants through the Hague Convention

Littler ASAP

November 19, 2021

Just a Minute, Isn’t That De Minimis: California Should Not Burden or Require National Employers to Compensate Employees for De Minimis Off-The-Clock Work Activities

14 FIU L. Rev. 121

2020