

Elizabeth B. Carter

Associate

111 North Orange Avenue, Suite 1750

Orlando, FL 32801

main: (407) 393-2900

direct: (216) 623-6136

fax: (407) 393-2929

ecarter@littler.com



Overview

Elizabeth B. Carter maintains a national and local practice representing employers of all sizes in various aspects of traditional labor law, including:

- Union election and organizing drives under the National Labor Relations Act (NLRA)
- Collective bargaining negotiations
- Labor arbitrations and grievances
- Strike management and preparation
- Unfair labor practice charges
- Labor relations

Betsy also devotes her practice to counseling and defending employers in a broad range of labor and employment-related matters, including background checks, the Fair Credit Reporting Act (FCRA), workplace safety, the Occupational Health and Safety Act (OSHA), federal and state discrimination, harassment, and retaliation matters.

She represents a diverse group of clients across different industries, including financial institutions, telecommunications, healthcare, manufacturing, restaurants / food and beverage industry, and retail.

Prior to joining Littler, Betsy worked in the consumer reporting industry and in the technology sector, giving her insight into many legal, practical, and strategic interests at play in the workplace.

During law school, Betsy externed for the Hon. Judge Cook of the U.S. Court of Appeals for the Sixth Circuit and worked as a research assistant for Steven Steinglass, a renowned resource on the Ohio Constitution and Dean Emeritus of Cleveland-Marshall College of Law. In addition, she served as publications editor for the *Cleveland State Law Review* and taught a weekly class as part of the Academic Excellence Program during her last year of law school.

Recognition

- Named, Editor of the Year, Cleveland State Law Review, *Cleveland-Marshall College of Law*, 2017-2018
- Recipient, William K Gardner Award for Civil Procedure, *Cleveland-Marshall College of Law*, 2016-2017
- Recipient, Tom A. King Jr. Endowed Memorial Scholarship, *Cleveland-Marshall College of Law*, 2015-2016
- Recipient, Judge James C. Connell Award for Criminal Law, *Cleveland-Marshall College of Law*, 2015-2016

Education

J.D., Cleveland-Marshall College of Law, 2019, *summa cum laude*

Scottish M.A. (B.A. equivalent), University of St. Andrews, 2011

Bar Admissions

Florida

Ohio

Publications & Press

Goodbye Quiet Quitting, Hello Loud Layoffs

ACC North Florida Newsletter

January 10, 2023

Ohio's "Stay Safe" Order Effective May 1, 2020—What it Means for Employers

Little Insight

May 4, 2020

Ohio's Amended Stay At Home Order, Effective April 6 – What It Means for Employers

Little ASAP

March 23, 2020

Speaking Engagements

2021 Ohio Virtual Regional Employer Conference

October 14, 2021

Books & Book Chapters

- *Developing Labor Law Treatise*, Contributing editor