

Lori A. Brown

Office Managing Shareholder
Strategic Adviser, ComplianceHR

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Overview

Lori A. Brown is the office managing shareholder at Littler's Miami office and has extensive experience defending management in all aspects of employment law, including:

- Sexual harassment
- All other forms of unlawful discrimination
- Individual and collective claims brought under the Fair Labor Standards Act

A considerable part of Lori's practice is devoted to counseling employers on a daily basis on how best to deal with difficult employees and other time sensitive personnel matters. The advice she provides balances the reality of business with the need to ensure compliance with constantly evolving federal and state, employment and labor laws. She also lectures on myriad employment-related topics and regularly counsels and trains employers regarding employment law issues.

In instances where litigation cannot be avoided, Lori has a proven jury trial record, obtaining defense verdicts in each federal district of Florida and various state courts. She has served as lead counsel for several leading retailers over the past five years in single and multi-plaintiff matters. She also:

- Secured a complete defense verdict in a race discrimination case brought by two former retail store managers
- Obtained a complete defense verdict against Family and Medical Leave Act and retaliation claims brought by a 19-year employee against a worldwide provider of office equipment and machines
- Won a direct verdict in favor of a national advertising company against claims brought under the Americans with Disabilities Act for carpal tunnel syndrome

Other notable litigation successes include winning a summary judgment on behalf of one of the nation's oldest and largest retailers against age discrimination claims brought by a store manager of 35 years, a defense award against gender discrimination claims brought by a senior female executive of a national mortgage lender, and a summary

judgment in a whistleblower case on behalf of a health care service provider that prevented the plaintiff from presenting his multi million-dollar demand to the jury.

Before joining Littler, she was a partner at a major law firm, where she co-chaired the firm's labor and employment practice. At another firm, she served as an of-counsel, where she specialized in labor and employment law.

Professional and Community Affiliations

- Member, Florida Bar Association - Labor and Employment Section
- Member, Academy of Florida Management Attorneys
- Member, Make-A-Wish Foundation South Florida Chapter

Recognition

- Awarded, *Martindale-Hubbell AV Peer Review Rating*
- Named, *National Association of Professional & Executive Women Honors Registry for "Women of Excellence"*, 2008-2009
- Named, *South Florida Legal Guide Top Lawyers*, 2007-2011
- Named, *Florida Trend Legal Elite*, 2005-2006

Education

J.D., Stetson University School of Law, 1989

B.A., Stetson University, 1987

Bar Admissions

Florida

Publications & Press

2023 Outlook of the Americas – Prepare Your Workforce for a Year of Challenges

Littler Podcast

February 2, 2023

Conversations with Women: Perspectives from Littler Boomerangs

Littler Podcast

March 28, 2022

Guarding Against Guilt: The War on “WOKE”- At Work (Part 2)

Littler Podcast

February 15, 2022

Lori Brown Rejoins Littler; ComplianceHR Names Kimball Norup CEO

Littler Press Release

May 17, 2021

Florida's Minimum Wage Takes Effect May 2, 2005

Littler Insight

April 25, 2005

Speaking Engagements

Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic - Second Session

June 22, 2021

5 Pro Tips for Making the Overtime Call: Exempt or Non-Exempt

April 23, 2021

Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic

March 16, 2021

The Biden Administration: Overtime, Independent Contracting and the Certainty of Change for Employers

February 23, 2021

The Biden Administration: Overtime, Independent Contracting and the Certainty of Change for Employers

February 9, 2021

Working on Overtime: What to Expect in 2018

December 14, 2017