

## Stefanie M. Mederos

Shareholder

Wells Fargo Center  
333 SE Second Avenue, Suite 2700  
Miami, FL 33131  
main: (305) 400-7500  
direct: (305) 400-7528  
fax: (305) 603-2552  
smederos@littler.com



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### Focus Areas

Discrimination and Harassment  
ERISA and Benefit Plan Litigation  
Leaves of Absence and Disability Accommodation  
Workplace Violence Prevention and Crisis Response  
Emerging Companies and Venture Capital  
Retail

### Overview

Stefanie M. Mederos' practice includes counseling employers and defending against employment-related claims. Stefanie regularly represents employers in discrimination, harassment and retaliation claims arising under:

- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- Title VII of the Civil Rights Act of 1964
- Section 1981 of the Civil Rights Act of 1866
- The Florida Civil Rights Act
- The Florida Whistleblower Act

Stefanie also draws on her prior experiences in commercial litigation to defend against claims raising a wide range of other tort and contract disputes in employment-related cases. In addition, Stefanie regularly litigates claims for disability and other benefits arising under the Employee Retirement Income Security Act (ERISA).

Prior to joining Littler, Stefanie worked at several general litigation law firms, where she focused on commercial, aviation, insurance defense and employment litigation. She has handled all facets of litigation, including administrative charges, arbitration proceedings, lawsuits in federal and state courts and appellate proceedings.

## Professional and Community Affiliations

- Member, Young Patronesses of the Opera, Treasurer 2018-2019; Financial Secretary 2017-2018, 2013-present
- Member, Beaux Arts Miami, 2020-present
- Sustainer, Junior League of Miami, 2006-present

## Recognition

- Named, 40 Under 40 Outstanding Lawyers of South Florida Honoree , *Cystic Fibrosis Foundation*
- Named, The Best Lawyers in America®, 2022-2024

## Education

J.D., St. Thomas University School of Law, 2004

B.A./B.S., University of Florida, 2001

## 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

U.S. District Court, Northern District of Florida

## Publications & Press

### **Preliminary Injunction Against Illinois Equivalent Benefits Law for Temporary Workers**

*Littler ASAP*

March 15, 2024

### **Florida Adopts the Apex Doctrine in the Corporate Context**

*Littler ASAP*

September 15, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**New Law Prohibits Florida Businesses from Requiring Vaccine Passport from Patrons and Customers**

*Littler ASAP*

June 9, 2021

**11th Circuit Finds Employee Conduct May Lead to Termination Even Where the Conduct is the Result of Mental Illness**

*Littler Insight*

June 4, 2021

**Eleventh Circuit Opinion Provides Insight into the Reach of Third-Party Title VII Retaliation Claims**

*Littler Insight*

May 25, 2021

**The CDC Has Released New Safety Guidance for the Fully Vaccinated**

*Littler ASAP*

April 28, 2021

**Disability Benefits Policy Language Warrants Arbitrary and Capricious Standard of Review Despite Enactment of Anti-Discretionary Statute**

*Littler ASAP*

April 5, 2021

**Businesses in the Sunshine State are Prohibited from Requiring Vaccine Passport from Patrons and Customers**

*Littler ASAP*

April 5, 2021

**Florida Legislature Imposes High Standard for Claims Against Businesses Based on Damages from COVID-19**

*Littler ASAP*

March 31, 2021

**DOL Releases New Model COBRA Notices Amid Continued Wave of Litigation**

*American Bar Association Tort Trial and Insurance Practice Section Committee News*

Fall 2020

**Discovery on Structural Conflicts in ERISA Matters**

*American Bar Association Tort Trial and Insurance Practice Section Committee News*

June 23, 2020

**DOL Releases New Model COBRA Notices Amid Continued Wave of Litigation**

*Littler ASAP*

May 5, 2020

**Eleventh Circuit Renders Landmark Decision on ERISA Sanctions**

*Littler ASAP*

April 29, 2020

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2020

**Recent Amendments to the FLSA Tip Pool Rules**

*Florida Bar Labor & Employment Law Section E-Update*

May 2018

**Speaking Engagements**

**Hot Topics in Florida Labor & Employment Law**

December 2, 2022

**Florida Friday Series - Minimum Wage Update**

Miami, FL

August 6, 2021

**COVID-19 in the Workplace: Recent Developments and Compliance Challenges in Florida**

March 11, 2021

**Labor & Employment Law Update**

American Inns of Court Bench & Bar Conference, Miami, FL

March 1, 2019