



## Elizabeth B. Carter

Associate

111 North Orange Avenue, Suite 1750  
Orlando, FL 32801  
main: +1 (407) 393-2900  
direct: (407) 393-2944  
fax: +1 (407) 393-2929  
ecarter@littler.com



---

## Practice Areas

Labor Management Relations

## 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 professional sports leagues, 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 State University 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 State University College of Law, 2019, *summa cum laude*

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

## Bar Admissions

Florida

Ohio

## Publications & Press

### **Federal Court of Appeals Allows President to Remove NLRB Member Wilcox for Now**

*Littler ASAP*

March 31, 2025

### **Federal District Court Reverses Removal of NLRB Member Gwynne Wilcox**

*Littler ASAP*

March 7, 2025

### **Acting NLRB General Counsel Rescinds Controversial Memoranda**

*CBIA*

February 19, 2025

### **NLRB rescission of Biden-era guidance suggests ‘major policy changes’ coming for employers, workers**

*McKnights Senior Living*

February 18, 2025

### **Acting NLRB General Counsel Rescinds Controversial Memoranda**

*Littler ASAP*

February 14, 2025

### **NLRB Expands Section 7 Protections to Include Advocacy for Non-Employees and Beyond**

*Littler ASAP*

September 8, 2023

**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**

*Littler ASAP*

May 4, 2020

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

*Littler ASAP*

March 23, 2020

**Events & Speaking Engagements**

**2023 Florida Regional Employer Conference**

Miami, FL

October 12, 2023

**2021 Ohio Virtual Regional Employer Conference**

October 14, 2021

**Books & Book Chapters**

- *Developing Labor Law Treatise*, Primary Chapter Editor