

Nancy A. Johnson

Senior Counsel

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Overview

With a wide-ranging legal background, Nancy Johnson skillfully advises and defends employers who are confronted by complex workplace challenges and the evolving labor and employment landscape.

As a true business partner to her clients, Nancy works with in-house counsel through all phases of labor and employment litigation in state and federal courts and at the administrative agency level. Her targeted advice in the area of human resources reflects a strong combination of employment law knowledge and significant experience in other corporate legal matters, including bankruptcies, theft of trade secrets and *qui tam* actions relating to Medicaid and Medicare fraud.

Leveraging her previous experience as plaintiffs' counsel, Nancy brings distinctive advantages to her defense of management-side clients. Additionally, she provides keen insights into workers' issues based on the various companies where she worked before starting a law career.

Nancy has favorably resolved a number of labor and employment complaints and lawsuits, including the following:

- Blocked a nationwide class action sought by call center investment advisors who alleged overtime, off-the-clock and other Fair Labor Standards Act (FLSA) violations against a large banking company.
- Obtained temporary and permanent injunctive relief and secured damages for a large national supplier of maintenance, repair and operations products after a competitor raided its sales force and attempted to take over many of its long-standing customer relationships.
- Secured a defense verdict for a Florida construction company and supervisor in a sexual assault and harassment lawsuit.
- Halted a nationwide class action sought by customer relations workers who alleged FLSA infractions by a major financial services company.
- Won summary judgment on behalf of financial services company in Americans with Disabilities Act discrimination case.

Outside of her legal accomplishments, Nancy has devoted substantial efforts to volunteer work. In a Florida case that drew nationwide attention, she assisted in keeping an abused and traumatized 12-year-old out of prison after he had been charged as an adult with murder. The boy eventually was sentenced to a juvenile facility, where he received much-needed counseling

and guidance.

Nancy also assisted in the founding of the student rape crisis center and hotline at Grinnell College, helped women in domestic violence cases and guided children in literacy and mentoring programs. Recently, in recognition of her work on behalf of Northeast Florida United Way, she was selected as a Stein Fellow.

Professional and Community Affiliations

- Member, Federal Bar Association
- Member, Jacksonville Bar Association
- Member, Florida Association for Women Lawyers
- Member, Jacksonville Women Lawyers Association
- Associate, Chester Bedell Inns of Court
- Member, Board of Directors, First Coast Figure Skating Club

Recognition

- Stein Fellow, *United Way of Northeast Florida*, 2015-2016

Education

J.D., Washington University School of Law, 1999

B.S., Grinnell College, 1996

Bar Admissions

Florida

Courts

U.S. Supreme Court

U.S. District Court, Northern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Northern District of Illinois

U.S. Court of Appeals, 11th Circuit

Publications & Press

Strike Two... Eleventh Circuit Upholds Injunction Against Florida “Stop-WOKE” Law; Confirms the Law Violates First Amendment

Littler ASAP

March 12, 2024

Inching Forward Toward Potential Clarification of Florida’s Individual Freedom Act (the “Stop-W.O.K.E.” Law)

Littler ASAP

August 28, 2023

The Benefits and Challenges to Employers of Continuing (or Beginning) to Highlight Diversity, Equity and Inclusion Values in 2023 and Beyond

ACC North Florida Newsletter

April 25, 2023

EEOC Updated Guidance Limits Permissible Workplace COVID-19 Practices

ACC North Florida

October 3, 2022

EEOC Updated Guidance Limits Permissible Workplace COVID-19 Practices

ACC South Florida

September 27, 2022

Can Even Stranger Things Still Happen? Florida is Blocked From Enforcing “Stop-WOKE” Law... For Now

Littler ASAP

August 22, 2022

U.S. District Court Denies Preliminary Injunction Against Florida “Stop-WOKE” Law

SHRM Online

July 7, 2022

Return to Office and Adjusting to Post Pandemic Employment

ACC North Florida

June 30, 2022

Down But Not Out: U.S. District Court Denies Preliminary Injunction Against Florida “Stop-WOKE” Law

Littler ASAP

June 28, 2022

Turn Down the Radio: How Florida’s Stop WOKE Act Silences EEO & DE&I Efforts

ACC Tampa Bay Newsletter

May 20, 2022

First Lawsuit Against Florida’s “Stop WOKE” Bill Filed

Littler ASAP

April 26, 2022

Florida Limits Permissible Workplace Training on Diversity, Implicit Bias, and Systemic Racism

Littler ASAP

April 22, 2022

Florida's Stop WOKE Act "hijacks" DEI programmes, creating two-tier workplaces

International Employment Lawyer

March 29, 2022

Littler Elevates 33 Attorneys to Shareholder

Press Release

January 6, 2022

Florida Issues Emergency Rule and FAQs on COVID-19 Vaccine Directive

SHRM Online

December 20, 2021

Florida Issues Emergency Rule and FAQs on its Vaccine Mandate Law

Littler ASAP

December 13, 2021

Mandatory Confusion: The State of Florida and Vaccine Mandates

ACC North Florida

November 30, 2021

Candid COVID Conversations: Florida's New COVID Law

Littler Podcast

November 23, 2021

Day 2: Application of Florida's Vaccine Mandate Law

Littler ASAP

November 19, 2021

New Florida Law Governs Employer Vaccine Mandates

Littler ASAP

November 18, 2021

Candid COVID Conversations: Florida and OSHA's ETS

Littler Podcast

November 11, 2021

Florida Ban on Requiring Vaccine Passports Banned (For Now)

Littler ASAP

August 10, 2021

Candid COVID Conversations: Delta and More

Littler Podcast

August 3, 2021

Employers Must Remain Focused on COVID-19 Issues

Association of Corporate Counsel North Florida

July 1, 2021

“We are No Longer in a State of Emergency” in Florida – Or Are We?

Littler ASAP

May 4, 2021

Candid COVID Conversations: Vaccine Passports, Florida’s Latest Executive Order and Florida’s Liability Shield Law

Littler Podcast

April 8, 2021

Candid COVID Conversations: American Rescue Plan and Other Florida Updates

Littler Podcast

March 17, 2021

Candid COVID Conversations: OSHA Enforcement of COVID-Related Safety Standards

Littler Podcast

March 3, 2021

To Vaccinate or Not to Vaccinate? The Latest Quandary

ACC North Florida

March 2, 2021

Candid COVID Conversations: Vaccines Part 4 – Talking about the Vaccine in the Workplace

Littler Podcast

February 18, 2021

Candid COVID Conversations: Vaccines Part 3 – Unionized Workforces and Residential School Settings

Littler Podcast

February 11, 2021

Candid COVID Conversations: Vaccines Part 2 - Incentives

Littler Podcast

February 4, 2021

Candid COVID Conversations: Vaccines Part 1

Littler Podcast

February 2, 2021

A New Day in America: Candid COVID Conversations

Littler Podcast

January 26, 2021

Survey Finds Employers in Florida, Nation Concerned with Safety, Remote Work Accommodations and Liability as They Reopen Workplaces Amid COVID-19

Association of Corporate Counsel

July 23, 2020

Reopening Florida: The Step-by-Step Plan for Florida's Recovery

Littler ASAP

June 5, 2020

Is Karaoke Dead? An Employer's Guide to Post-Pandemic Life

Association of Corporate Counsel

May 4, 2020

Re-Opening Florida: The Step-by-Step Plan for Florida's Recovery

Littler ASAP

May 1, 2020

When an Employee Takes Her #MeToo Complaint to Social Media

ACC North Florida Chapter Newsletter

March 15, 2018

Immigration Reform and Employers: A Potential Legal Minefield

ACC America Focus

Spring 2013

Events & Speaking Engagements

Buried Treasure: Using Technology to Bolster Your Case

Florida Bar Labor and Employment CLE

December 14, 2024

2024 Florida Regional Employer Conference

Orlando, FL

November 14, 2024

Proceed With Caution: Florida's Stop WOKE Act Limits Topics In Discrimination And Harassment Trainings

May 13, 2022

Year Two of the Pandemic – Returning to the Workplace and Dealing with the Wave of Legal Claims from COVID-19

Miami, FL

September 10, 2021

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

Miami, FL

August 25, 2021

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

March 11, 2021

Diversity at Work: Fortifying Your Inclusion Efforts in the Current Climate

ACC Webinar

July 30, 2020

Social Media Uncorked: Practical Solutions for Challenges in Today's Technology-Driven Workplace

Association of Corporate Counsel – Central Florida Chapter, Orlando, FL

November 14, 2019

Gender Identity: A Look at Unique Issues Concerning Transgender Employees

Florida Regional Employer Conference, Miami, FL

October 24, 2019

Hospitality Roundtable

Orlando, FL

August 8, 2019

Update Your Status: Practical Solutions for Social Media Challenges in Today's Technology-Driven Workplace

Association of Corporate Counsel – North Florida Chapter, Jacksonville, FL

June 6, 2019

One Year After #MeToo: The Legal Fallout and What's to Come

April 18, 2019

Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take

Orlando, FL

June 20, 2018

From Harvey Weinstein to [Insert Name]: Preventing Harassment in the Workplace and What to Do When Claims are Made

Orlando, FL

March 27, 2018

The Employee from Hell: How In-House Counsel Can Effectively Manage the Legal, HR and Business Issues Surrounding the Problematic Employee

Association of Corporate Counsel – North Florida Chapter, Jacksonville, FL

May 23, 2017

President Trump's First 100 Days: What Does It Mean for Employers?

Orlando, FL

March 15, 2017

Taking the Bait: Whistleblowing and Retaliation

Association of Corporate Counsel - Central Florida Chapter, Orlando, FL

October 13, 2016