

LOUIS D. WILSON

Partner / Melbourne, Orlando

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Louis Wilson is the Managing Partner of the Melbourne office. He regularly assists employers on a wide range of matters, from providing advice and guidance on day-to-day labor and employment law issues to representation in complex employment litigation matters.

Louis has extensive experience assisting organizations with drafting employment contracts and non-compete agreements, developing personnel policies and practices, conducting workplace trainings and investigations, and carrying out separations and reductions-in-force. Louis also regularly represents employers in federal and state court and before administrative agencies, with a particular focus in breach of contract, discrimination, FMLA, wage/hour and whistleblower matters. Additionally, Louis has a broad range of experience representing management in traditional labor matters, including providing legal advice in connection with union organizing campaigns and representation in labor arbitration and unfair labor practice charge proceedings.

Over the course of his legal career Louis has advised and represented clients involved in a variety of industries and sectors, including companies involved in the financial services, healthcare, hospitality, manufacturing, restaurant and retail industries, as well as a number of public employers and government contractors. He is a member of the firm's Global Legal Services practice group, as well as its Healthcare and Restaurant practice groups. Earlier in his career Louis was an attorney in the labor and employment practice group of a large international law firm based in New York City where he worked extensively with employers on a variety of labor and employment matters, including complex corporate restructurings and mergers and acquisitions. He also spent several years in London, England where he qualified as a solicitor in England and Wales and studied UK employment law. While in law school, Louis served as an Articles Editor for the George Washington University Journal of International Law and Economics and was a member of the George Washington University Law School Moot Court Board.

EDUCATION

- » College of Law of England and Wales (Certificate in UK Law & Practice, 2009)
- » George Washington University Law School (J.D., *With Honors*, 1999)
- » Columbia University (B.A., 1993)

BAR ADMISSIONS

- » New York
- » Law Society of England and Wales
- » Florida

COURT ADMISSIONS

- » U.S. District Court for the Northern District of Florida
- » U.S. District Court for the Southern District of Florida
- » U.S. District Court for the Middle District of Florida
- » U.S. District Court for the Eastern District of New York
- » U.S. District Court for the Southern District of New York

FIRM LEADERSHIP

- » Melbourne Office Managing Partner
- » Management Group

Representative Experience

- » Obtained dismissal of multiple count discrimination lawsuit in federal court
- » Successfully defended termination and disciplinary actions in multiple labor arbitration grievance proceedings, and represented Florida public sector employer bargaining team in impasse proceeding
- » Obtained directed verdict dismissal of retaliation claim in state court and successfully defended directed verdict when appealed to state appellate court
- » Successfully represented clients before the EEOC and the Florida Commission on Human Relations in multiple charges of discrimination, harassment and retaliation proceedings
- » Assisted clients in various industries with resolving FLSA claims in federal and state courts and in connection with U.S. Department of Labor audits
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request*

Honors & Awards

- » 2018 Member of the Year, Vassar B. Carlton American Inns of Court
- » 2017-18 United Way of Brevard Rising Star - FordHarrison Workplace Campaign
- » *Best Lawyers in America* - Employment Law - Management

Memberships

- » Florida Bar (Labor and Employment Section)
- » Board Member, United Way of Brevard
- » Board Member, Aging Matters in Brevard
- » LEAD Brevard (Class of 2012)
- » Associate, UK Chartered Institute Of Personnel and Development
- » Associate Member, Society for Human Resource Management
- » Legislative Chair, South Brevard SHRM (SHRM Affiliate)
- » Legislative Chair, Treasure Coast HRA (SHRM Affiliate)

- » Vasser B. Carlton Inn of Court (Barrister)

News & Insights

- » March 19, 2024 - "Stop Woke is Broke: Injunction Stopping Florida's Anti-Woke Law Aimed at Employer Training is Upheld by Eleventh Circuit," The Florida Bar, Labor and Employment Law Section, E-Updates
- » March 07, 2024 - Stop Woke is Broke: Injunction Stopping Florida's Anti-Woke Law Aimed at Employer Training is Upheld by Eleventh Circuit
- » August 23, 2022 - Federal Court Grants Preliminary Injunction to Halt Enforcement of Florida's Stop WOKE Act
- » June 29, 2022 - Go Woke, Go Broke? Potential Legal Exposure for Florida Diversity Training Starts July 1
- » April 25, 2022 - What Does Florida's "Stop WOKE" Act Mean for Employers?

Events

- » January 16, 2025 - South Brevard SHRM/FordHarrison Annual New Year's HR Legal Conference
- » September 17, 2024 - Legal Update for HR - Space Coast Human Resource Association
- » January 11, 2024 - Get Ready for 2024 – with the "Annual Half-Day Legal Conference-New Years' Edition," Hosted by South Brevard SHRM and FordHarrison on January 11, 2024
- » September 19, 2023 - "2023 Legal Update for HR," Half-Day Seminar Hosted by Space Coast HR Association and FordHarrison
- » April 19, 2023 - "2023 Space Coast HR Conference," SBSHRM & SCHRA Joint Conference – Melbourne, FL

Offices

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