

Aaron Reed

Shareholder

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Focus Areas

Wage and Hour
Discrimination and Harassment
Training - Compliance, Ethics, Leadership
Policies, Procedures and Handbooks
Emerging Companies and Venture Capital
Littler X-celerator Toolkits

Overview

Aaron Reed represents employers of all sizes in matters involving a wide range of state and federal laws, such as:

- Employment discrimination
- Title VII
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Fair Labor Standards Act
- Wrongful discharge and retaliation
- Single plaintiff and collective actions involving wage and hour laws

He represents clients in forums that include:

- State and federal courts in Florida
- The Equal Employment Opportunity Commission
- The Florida Commission on Human Relations
- The Department of Labor

Helping employers take proactive steps to minimize or avoid litigation whenever possible, Aaron also regularly provides counseling on matters intended to minimize and avoid the risk of litigation. To that end, he assists with:

- Drafting personnel policies, procedures and employment contracts
- Employee discipline
- Individual or group terminations and layoffs
- Wage and hour issues
- The use of employee separation agreements and mandatory arbitration agreements

Aaron joined Littler in February 2004, and since that time, he has spoken frequently on topics including workplace discrimination and harassment, wage and hour laws, and best practices for the hiring and discharge of employees.

Before joining Littler, Aaron worked in the Miami office of a national law firm from 2001 until 2004. Prior to that, he worked in the labor and employment law section of a firm in Washington, D.C. Aaron spent his last year of law school as a visiting student at the Georgetown University Law Center.

Professional and Community Affiliations

- Member, Labor and Employment Section - Florida Bar Association
- Member, Labor and Employment Section - American Bar Association

Recognition

- Named, The Best Lawyers in America®, 2021-2025

Education

J.D., University of Florida School of Law, 1996

B.A., Tufts University, 1993

Bar Admissions

Florida

Publications & Press

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

Littler Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Eleventh Circuit Denies Class Certification on State Law Claims Where Individualized Issues Predominate

Littler ASAP

July 29, 2009

Strategic Initiatives for the Changing Workforce

Littler Report

April 8, 2004

Speaking Engagements

Marijuana, Opioids, and Wine All Day: Managing in an Era of Legalization, Abuse and Remote Work

June 9, 2023

Arbitration Agreements and All That Jazz: Do They Still Make Sense for Employers?

ACC South Florida CLE Conference

April 30, 2021

Responding to Workplace Violence: What Would You Do?

Florida Regional Employer Conference, Miami, FL

October 24, 2019

Local Policy, Case Law and Labor Update

Littler, Miami, FL

October 17, 2017

Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

Miami, FL

May 17, 2017

Navigating the Landmines of Employment Law: Practical Tips from an Expert

EO South Florida, Aventura, FL

March 24, 2016

Navigating the New Digital Workplace

Miami, FL

May 21, 2015

Tips, Strategies and Best Practices for Successful Early Mediation of a Wage & Hour Claim: Expert Insights from the Mediators Themselves

Miami, FL

January 30, 2015

Conducting Lawful Investigations: An Interactive Program for Internal Investigators

Miami, FL

March 13, 2014