

## **Barry K. Baker**

Littler CaseSmart Counsel

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## **Focus Areas**

Littler CaseSmart

## **Overview**

As a member of the Littler CaseSmart – Charges™ team, Barry K. Baker is responsible for handling charges from investigation to conclusion. He works on client-dedicated service teams, focusing on handling administrative agency charges. He investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, he defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Prior to joining Littler, Barry was a first and second chair litigator for over 20 years. He litigated a wide variety of employment law claims in state and federal courts involving Title VII of the Civil Rights Act, the Florida Civil Rights Act, the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Civil Rights Act of 1866. He also litigated retaliation and whistleblower claims under various state and federal laws. His practice also included risk avoidance counseling; compliance audits of employer documents such as employee handbooks and human resources procedures; assisting in employer internal investigations of employment law claims; and responding to charges of discrimination made through state and federal agencies.

Prior to his legal career, Barry was an officer and AV-8B Harrier pilot in the United States Marine Corps. He accumulated over 500 hours of flight time in the AV-8B aircraft and also served as a Landing Signal Officer, Safety and Standardization Officer, and Group Legal Officer for a unit comprised of approximately 3200 Marines.

## **Professional and Community Affiliations**

- Member, Labor and Employment Section, Florida Bar
- Member, State Bar of Georgia
- Member, American Bar Association

- Member, Brevard County Bar Association
- Member, Space Coast Human Resources Association
- Member, South Brevard Society for Human Resource Management
- Member, Society for Human Resource Management (SHRM)

## Recognition

- Recipient: Air Medal; Combat Action Ribbon; Navy Achievement Medal; and Kuwaiti Liberation Medal, for service as an AV-8B Harrier pilot during Operations Desert Shield and Desert Storm, *United States Marine Corps*, 1990-1991

## Education

J.D., Florida State University College of Law, *cum laude*

B.S., Florida Institute of Technology, *cum laude*

## Bar Admissions

Georgia

Florida

## Courts

U.S. District Court, Northern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

## Speaking Engagements

### **Employment Law 101: Avoiding Common Mistakes**

Melbourne Chamber of Commerce, Melbourne, FL

August 3, 2021

### **COVID-19 Vaccination Programs and Other COVID-19 Updates**

Cocoa Beach Regional Chamber of Commerce, Melbourne, FL

January 27, 2021

### **Medical Marijuana Use and Its Impact on the Florida Workplace**

Space Coast Human Resources Association, Melbourne, FL

May 19, 2020

**Updates on Independent Contractor / Employee Classification, Wage and Hour, and COVID-19 Issues**  
Manufacturer's Association of Florida Space Coast, Economic Development Commission, Melbourne, FL  
January 21, 2020