

Meredith L. Schramm-Strosser

Shareholder

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Overview

Meredith L. Schramm-Strosser is a candid counselor and ardent litigator for businesses of all sizes, both national and local, in the areas of employment law that impact businesses on a day-to-day basis. Meredith sees her role, first and foremost, as a counselor whose job is to partner with her clients to form creative, yet effective, strategies to their legal challenges which benefit their bottom line and workforce, as opposed to being a costly hindrance. She also knows that a one-size-fits all approach will not work, and Meredith takes substantial time to understand the industry pressures and unique cultures of each of her clients to ensure individualized results.

Should a business find itself faced with legal action, Meredith's clients benefit from her experience as a seasoned and savvy litigator who will zealously, but pragmatically, represent their interests until the end. On a day-to-day basis, Meredith represents clients in state and federal courts in the District of Columbia, Maryland, and Virginia at the trial and appellate levels, as well as in arbitrations before the AAA and JAMS. She also frequently appears on behalf of her clients before administrative bodies such as the Equal Employment Opportunity Commission, the Department of Labor, as well as their state and local counterparts. Meredith successfully represents clients in matters involving restrictive covenant agreements and contract disputes, whistleblower claims, discrimination claims, wage/hour and compensation disputes, among many others.

Meredith started her career representing individual employees, both in the employment and whistleblower context. This experience gives Meredith unique insight into how to prevent, approach, and resolve employment issues in an effective manner.

Professional and Community Affiliations

- Member, District of Columbia Bar
- Member, Maryland State Bar Association

- Member, Virginia Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025

Education

J.D., George Mason University School of Law, 2012, *cum laude*

B.A., Franklin & Marshall College, 2007, *magna cum laude*, *Phi Beta Kappa*

Bar Admissions

District of Columbia

Maryland

Virginia

Courts

U.S. District Court, District of Columbia

U.S. District Court, District of Maryland

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

U.S. Court of Appeals, District of Columbia

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 6th Circuit

Languages

French

Publications & Press

SCOTUS: Retaliatory Intent Not an Element of SOX Retaliation Claim

Littler Insight

February 13, 2024

Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year

Littler Press Release

January 2, 2024

When Will a Settlement Agreement Preclude a False Claims Act Action?

Littler ASAP

August 25, 2023

Supreme Court Determines When the U.S. Government May Dismiss an FCA Action Over a Relator's Objection

Littler Insight

July 11, 2023

Littler On: Whistleblowing & Retaliation

contributing author

2022

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

Littler Press Release

August 19, 2021

The not-so-innocuous side of inoculations — assessing whistleblower risks when requiring COVID-19 vaccines for your employees

Reuters Legal

June 9, 2021

Maryland Enacts Mandatory WARN Act Obligations for Even Small Job Actions

SHRM Online

May 21, 2020

Maryland Enacts Mandatory WARN Act Obligations for Even Small Job Actions

Littler ASAP

May 12, 2020

Key Legislation Emerging from Maryland and Local Ordinances to Remember

Littler Insight

May 12, 2020

Virginia Enacts New Legislation Offering Additional Protection to Workers

Littler Insight

April 16, 2020

Littler's WPI Labor Day Report 2018

Littler WPI Report

August 30, 2018

DOL Issues New Information on its PAID Self-Audit and Self-Reporting Program

Littler ASAP

April 20, 2018

DOL Launches Payroll Audit Independent Determination (PAID) Program to Promote Self-Reporting and Early Resolution of Wage and Hour Claims

Littler ASAP

March 7, 2018

The Fair Pay and Safe Workplaces Executive Order: The Final Rules, Implementation and Compliance

Westlaw Journal Government Contract

October 24, 2016

Littler Expands Washington, D.C. Office with Four New Attorneys

Littler Press Release

October 7, 2016

Taking a Closer Look at the New Federal Contractor "Blacklisting" Obligations

Littler Insight

September 1, 2016

Speaking Engagements

2023 Mid-Atlantic Regional Employer Conference

Washington, DC

June 16, 2023

Ask a Littler Attorney: Insights on What 2022 Has in Store for Your Workplace

February 23, 2022

2021 Mid-Atlantic Virtual Employer Conference

September 9, 2021

Is Your Artificial Intelligence Breaking the Law?

Changing Currents in Employment Law CLE, Washington, D.C. Bar Association

October 29, 2019

What's Yours is Mine, and What's Mine is Mine: The Latest on Protecting Company Trade Secrets, Non-Competes, No Poaching Agreements and Other Protections

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018

Negotiations I & Legal Clinic

10,000 Small Businesses Baltimore Cohort 4 Legal Clinic, Johns Hopkins University
May 24, 2018

Whistleblowing/Retaliation

2017 Mid-Atlantic Employer Conference, Washington, D.C.
June 6, 2017