

## Nancy A. Johnson

Shareholder

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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 Insight*

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 Insight*

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**

*Littler 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 Insight*

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 Insight*

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 Insight*

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

**Speaking Engagements**

**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**

The Alford Inn at Rollins College  
The New England Room  
300 East New England Avenue  
Winter Park, FL 32789  
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