

Stefanie M. Mederos

Shareholder

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Focus Areas

Discrimination and Harassment
ERISA and Benefit Plan Litigation
Leaves of Absence and Disability Accommodation
Workplace Violence Prevention and Crisis Response
Emerging Companies and Venture Capital
Retail

Overview

Stefanie M. Mederos' practice includes counseling employers and defending against employment-related claims. Stefanie regularly represents employers in discrimination, harassment and retaliation claims arising under:

- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- Title VII of the Civil Rights Act of 1964
- Section 1981 of the Civil Rights Act of 1866
- The Florida Civil Rights Act
- The Florida Whistleblower Act

Stefanie also draws on her prior experiences in commercial litigation to defend against claims raising a wide range of other tort and contract disputes in employment-related cases. In addition, Stefanie regularly litigates claims for disability and other benefits arising under the Employee Retirement Income Security Act (ERISA).

Prior to joining Littler, Stefanie worked at several general litigation law firms, where she focused on commercial, aviation, insurance defense and employment litigation. She has handled all facets of litigation, including administrative charges, arbitration proceedings, lawsuits in federal and state courts and appellate proceedings.

Professional and Community Affiliations

- Member, Young Patronesses of the Opera, Treasurer 2018-2019; Financial Secretary 2017-2018, 2013-present
- Member, Beaux Arts Miami, 2020-present
- Sustainer, Junior League of Miami, 2006-present

Recognition

- Named, 40 Under 40 Outstanding Lawyers of South Florida Honoree , *Cystic Fibrosis Foundation*
- Named, The Best Lawyers in America®, 2022-2025

Education

J.D., St. Thomas University School of Law, 2004

B.A./B.S., University of Florida, 2001

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

Publications & Press

Preliminary Injunction Against Illinois Equivalent Benefits Law for Temporary Workers

Littler ASAP

March 15, 2024

Florida Adopts the Apex Doctrine in the Corporate Context

Littler ASAP

September 15, 2021

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

Littler Press Release

August 19, 2021

New Law Prohibits Florida Businesses from Requiring Vaccine Passport from Patrons and Customers

Littler ASAP

June 9, 2021

11th Circuit Finds Employee Conduct May Lead to Termination Even Where the Conduct is the Result of Mental Illness

Littler Insight

June 4, 2021

Eleventh Circuit Opinion Provides Insight into the Reach of Third-Party Title VII Retaliation Claims

Littler Insight

May 25, 2021

The CDC Has Released New Safety Guidance for the Fully Vaccinated

Littler ASAP

April 28, 2021

Disability Benefits Policy Language Warrants Arbitrary and Capricious Standard of Review Despite Enactment of Anti-Discretionary Statute

Littler ASAP

April 5, 2021

Businesses in the Sunshine State are Prohibited from Requiring Vaccine Passport from Patrons and Customers

Littler ASAP

April 5, 2021

Florida Legislature Imposes High Standard for Claims Against Businesses Based on Damages from COVID-19

Littler ASAP

March 31, 2021

DOL Releases New Model COBRA Notices Amid Continued Wave of Litigation

American Bar Association Tort Trial and Insurance Practice Section Committee News

Fall 2020

Discovery on Structural Conflicts in ERISA Matters

American Bar Association Tort Trial and Insurance Practice Section Committee News

June 23, 2020

DOL Releases New Model COBRA Notices Amid Continued Wave of Litigation

Littler ASAP

May 5, 2020

Eleventh Circuit Renders Landmark Decision on ERISA Sanctions

Littler ASAP

April 29, 2020

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 6, 2020

Recent Amendments to the FLSA Tip Pool Rules

Florida Bar Labor & Employment Law Section E-Update

May 2018

Speaking Engagements

Hot Topics in Florida Labor & Employment Law

December 2, 2022

Florida Friday Series - Minimum Wage Update

Miami, FL

August 6, 2021

COVID-19 in the Workplace: Recent Developments and Compliance Challenges in Florida

March 11, 2021

Labor & Employment Law Update

American Inns of Court Bench & Bar Conference, Miami, FL

March 1, 2019