



Laurie A. Thompson is a Shareholder in the firm's Labor & Employment, and Commercial Litigation Practice Groups.

Practice Focus

With 30 years of experience, Laurie represents employers from all business sectors. Counseling clients on a full range of employment-related matters and disputes, her practice includes FLSA violations, enforcement of non-compete agreements, human resources policies and procedures, workplace privacy and social media issues, compliance with statutory and regulatory requirements, internal investigations, compliance, and litigation avoidance strategies.

Practice

Commercial Litigation
Labor & Employment

Admissions

Florida

District of Columbia

U.S. District Court
Middle District of Florida
Southern District of Florida

U.S. Bankruptcy Court
Middle District of Florida
Southern District of Florida

Education

Florida State University
College of Law, J.D.,
With Honors

The American University, B.S.,
With Honors, Political Science

In addition to her Labor & Employment practice, Laurie is an experienced commercial litigator. She focuses on counseling her clients regarding general business issues and when necessary, representing them in litigation. She represents clients in business-related litigation including the areas of bankruptcy & creditors' rights, real estate, intellectual property and has handled appeals in both state and federal appellate courts. Laurie has also represented clients in litigation relating to the claims for retaliation, as well violation of the FLSA, Title VII, the ADA, and non-competition agreements.

After serving in the Reagan Administration in the 1980s Laurie started her legal career in Washington, D.C. practicing intellectual property/trademark law. Since moving to South Florida, she has focused her practice exclusively in the areas of labor & employment and commercial litigation. As a commercial litigator, Laurie sees her job first as a counselor to help her clients avoid litigation; however, when litigation is required, Laurie represents her clients' interests zealously in both state and federal courts.

Laurie is passionate about the advancement of women in the legal profession. In that regard, Laurie has been active with the Florida Association for Women Lawyers, serving as the South Palm Beach County Chapter's President in 2012-2013 and served on the Board of State FAWL from 2014-2020. Laurie has also served as the Business Editor for Attorney at Law Magazine.

Representative Labor & Employment Experience

- Counseled clients on general employment law issues
- Drafted and amended employee handbooks
- Drafted employment agreements
- Conducted internal investigations on sexual harassment claims and made recommendations to clients regarding resolution to avoid litigation
- Defended and prosecuted litigation regarding violation of non-compete, non-solicitation and confidentiality agreements
- Defended FLSA claims including cases where the tip credit was an issue
- Defended ADA claims regarding both violations in physical structures as well as on websites

Reported Cases

- Pronman v. Styles, 2016 U.S. App. LEXIS 4402 (11th Cir. 2016)
- Pronman v. Styles, 163 So.3d 535 (Fla. 4th DCA 2015)
- United States v. Crestmark Bank (In re: Spearing Tool & Mfg. Co.), 412 F.3d 651 (6th Cir. 2005)
- Fresh Capital Fin. Servs. V. Bridgeport Capital Services, 891 So.2d 1142 (Fla. 4th DCA 2005)
- Kforce, Inc. v. Mickenberg, 846 So.2d 1190 (Fla. 4th DCA 2003)

Professional Associations and Memberships

- Litigation Counsel of America, Fellow, 2022
- South Palm Beach County Florida Association for Women Lawyers (FAWL)
 - Board of Directors (2010-2015, 2020-Present)
 - President (2012-2013)
- State FAWL Board of Directors (2014- 2020)
- Florida Voting Rights Coalition (2004, 2008, 2016)
- The Florida Bar Incubator Committee, Member (2016- present)

Professional Honors

- AV® Preeminent™ Peer Review Rated, *Martindale-Hubbell*

In the News

- CIGNA Faces \$16 million Judgment for Failure to Pay Insurance Claims to an Out-of-Network Provider, *Attorney At Law Magazine*, September 2016
- Fourth District Court of Appeals Stands Alone in Requiring Service of Motion for Attorneys' Fees Pursuant to F.S. Section 57.105 to Comply with Rule 2.516, *Attorney At Law Magazine*, May 2016
- Failure to Disclose Security Breaches of Personal Information is an Unfair and Deceptive Trade Practice in Florida, *Attorney At Law Magazine*, January 2016
- 2015 Amendments to the Florida Revised LLC Act Bring Substantive Changes to Managers' and Members' Fiduciary Duties to the LLC and to the Members, *Attorney At Law Magazine*, November 2015
- Second Circuit Court of Appeals Decision in New York State Psychiatrist Association, Inc. et al. v. United Health Group, Raises Hope that Mental Health Parity Law Will Finally Be Enforced, *Attorney At Law Magazine*, September 2015
- Well-Meaning Law May Actually End Up Hurting Condo Owners, *Attorney At Law Magazine*, June 2015
- Florida's New Law to Help Social Entrepreneurs, *Attorney At Law Magazine*, March 2015
- Happy New Year: Pre 2014 LLC's are Now Governed by New LLC Act, *Attorney At Law Magazine*, January 2015
- Protecting Client's Intellectual Property Rights from Cyber-grippers, *Attorney At Law Magazine*, October 2014

Publications

- Author, "Department of Labor (DOL) Announces Final Independent Contractor Rule," Fowler White Employment Alert, January 2024
- Author, "Florida Passed New Law Requiring Private Employers With 25 Or More Employees To Use E-Verify As Part Of New Employee Onboarding Process," Daily Business Review, May 25, 2023
- Author, "Fowler White Labor & Employment Client Alert: Stay Lifted On OSHA's ETS For Vaccination and Testing - What You Need To Know," Fowler White Burnett Legal Alert, January 2022
- Author, "Fowler White Small Business Lending Team Client Alert: Identification And Analysis Of Funding Sources Available For Small Businesses Affected By COVID-19 Pandemic," Fowler White Burnett Legal Alert, April 2020

Speaking Engagements

- Speaker, "A Discussion of Florida's Law on Privacy Including Emerging Legal Issues Relating to Smart Devices," South Palm Beach County Florida Association For Women Lawyers, April 2021