



# Lori Baggett

SHAREHOLDER

TAMPA

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## Overview

Lori Baggett represents companies in many aspects of labor and employment law, with a particular expertise in workplace safety and health (OSHA) issues. She is one of a handful of Florida lawyers with OSHA 30 certification. She represents clients dealing with fatal and catastrophic accidents and helps them resolve OSHA citations and whistleblower complaints. She also advises and counsels employers on workplace legal compliance issues, conducts internal compliance investigations, and defends employment-related claims. Her clients represent numerous industries, including construction, propane and natural gas equipment and systems, and retail.

Lori's experience defending companies in disputes with current or former employees includes federal and state lawsuits claiming discrimination, harassment, retaliation, failure to pay minimum or overtime wages, violations of the FMLA, and violations of noncompete restrictive covenants. She also represents companies in the construction industry, including large-scale national homebuilders, general contractors, suppliers, and manufacturers, in the areas of construction defects, contract disputes, and OSHA investigation and compliance.

As a former Division I basketball player, Lori believes in the power of teamwork. Whether working with colleagues or clients, she takes a collaborative, partnership approach.

## Experience

- Represented a national propane supplier in OSHA's investigation of a workplace catastrophe and subsequent litigation.
- Developed strategies and counseled clients through several successful settlement negotiations with OSHA, amicably resolving the citations.
- Defended industrial gas supplier in final administrative hearing on retaliation claim under the Surface Transportation Assistance Act.
- Represented national homebuilder in defective construction claims relating to water intrusion.

- Advises and conducts internal investigations for retail companies and construction clients, including on matters of sexual misconduct and workplace and safety violations.
- Defended design professionals in breach of contract, negligence, and breach of warranty action in federal court.
- Defended multiple lawsuits involving claims of misclassification of exempt employees under the FLSA, including serving as a trial attorney in a four-day jury trial in federal court.
- Defended national homebuilder in final administrative hearing on housing discrimination claim under the Florida Fair Housing Act and the Fair Housing Amendments Act of 1988.
- Defended individual officers of local union in lawsuit alleging claims of defamation, breach of the union's bylaws, unpaid wages, and violation of the Florida Whistleblower Act.

### Representative Cases

- *Razi v. Razbro Real Estate Invs., Inc.*, No. 11-9739, Dkt. 23 (C.D. Cal. Feb. 7, 2012) (obtained order granting motion to transfer venue and holding that (1) disputes involving the purchase or sale of real property are properly transferred to the federal court where the property at issue is located; and (2) a party opposing a request to transfer a case to a more appropriate forum cannot defeat transfer merely by purporting to identify a litany of witnesses whose testimony is not relevant to the central issues in the case).
- *Austin v. Progressive RSC, Inc.*, 265 F. App'x 836 (11th Cir. 2008) (employment discrimination action against property casualty insurance company; summary judgment granted in favor of defendant and affirmed on appeal).
- *Einmo v. AECOM Gov't Servs., Inc.*, No. 8:06-cv-01371, 2007 WL 2409816 (M.D. Fla. Aug. 21, 2007) (obtained order dismissing amended complaint against contractor for lack of personal jurisdiction).
- *Camara v. Brinker Int'l*, 161 F. App'x 893 (11th Cir. 2006) (employment discrimination action against restaurant company; summary judgment granted in favor of defendant and affirmed on appeal).
- *Van der Meulen v. Brinker Int'l*, 153 F. App'x 649 (11th Cir. 2005) (employment discrimination action against restaurant company; summary judgment granted in favor of defendant and affirmed on appeal).

### All Insights

03.18.2020 Force Majeure and COVID-19 in the Construction Industry

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11.03.2010 Tips for Preparing and Handling an OSHA Inspection

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09.30.2010 Federal Government Cracking Down on Distracted Driving by Workers

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01.13.2009 Revisions to the Family & Medical Leave Act

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05.31.2006 Labor & Employment Practice Case Bulletin

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- 04.30.2006 Summary Judgment of Employment Claims: The Requirement of an Adverse Employment Action
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- 12.31.2005 The Fair Labor Standards Act Cumulative Supplement
- 
- 12.31.2004 The Fair Labor Standards Act Cumulative Supplement
- 
- 08.31.2004 Recent Developments from Around the States

### **All News**

- 08.07.2020 Carlton Fields Leaders Featured in Tampa Bay Business Journal Article About Workplace Inclusivity
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- 06.24.2020 Carlton Fields' Lori Baggett Honored with the Outstanding Alumni Representative Award from Stetson Lawyers Alumni Association
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- 06.22.2020 Lori Baggett Recognized as Stetson Lawyers Alumni Association Outstanding Alumni Representative
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- 01.29.2020 Why I Give
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- 01.10.2020 Carlton Fields Names Lori Baggett as Tampa Office Managing Shareholder
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- 01.10.2020 Media Shines Spotlight on Carlton Fields' Lori Baggett, New Tampa Office Managing Shareholder
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- 01.01.2020 Shareholder Lori Baggett Featured in Stetson Lawyer Alumni Magazine
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- 07.09.2018 Super Lawyers Honors 81 Carlton Fields Attorneys on 2018 Florida "Super Lawyers" and "Rising Stars"
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- 06.29.2018 Carlton Fields Ranked Top Firm and Attorneys Named Legal Leaders in Florida Trend Magazine's 2018 "Legal Elite"
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- 10.29.2017 Carlton Fields Named Top Performer By Leadership Council on Legal Diversity
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- 07.23.2017 Law360 Names Carlton Fields a Top Law Firm For Female Partners
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- 06.23.2017 Florida Super Lawyers Ranks 92 Carlton Fields Attorneys as 2017 "Super Lawyers" and "Rising Stars"

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06.21.2017 Carlton Fields Ranked Top Firm and Attorneys Named Legal Leaders in Florida Trend Magazine's 2017 "Legal Elite"

## Recognition

- Outstanding Alumni Representative Award, Stetson Lawyers Alumni Association (2020)
- OSHA 30-Hour General Industry Safety Training Certification
- OSHA 30-Hour Construction Industry Outreach Training Certification
- *The Best Lawyers in America*, Construction Law (2020–2021)
- Florida Legal Elite, *Florida Trend Magazine* (2017–2018, 2020)
- Florida Legal Elite Up & Comers, *Florida Trend Magazine* (2015)
- Florida Super Lawyers, *Super Lawyers Magazine* (2014, 2016–2020)
- Florida Rising Stars, *Super Lawyers Magazine* (2010–2013, 2015)

## Professional & Community Involvement

- American Bar Association
  - Forum on Construction Law
    - Governing Committee (2019–2022)
    - Chair, Labor and Employment Division (2014–2016)
    - Co-Chair, Annual Meeting, “A Capital View: Best Practices in Inside and Outside Construction Counseling,” Washington (2017)
  - Labor and Employment Law Section
    - Occupational Safety and Health Law Committee
- American Bar Foundation
  - Fellow
- George Edgecomb Bar Association
- National Bar Association
  - Commercial Law Section
- The Florida Bar
  - Thirteenth Judicial Circuit Grievance Committee
    - Member (2012–2014); Chair (2015)
- Athena Society
- Tampa Bay Chamber
  - Board of Directors (2020–Present)
- United Way Suncoast
  - Board of Directors (2020–Present)

- Leadership Council on Legal Diversity
  - Fellows Program (2013)
- Leadership Tampa, Class of 2010
- Stetson College of Law Alumni Association Board of Advisors
  - Member (2008–2011, and 2018–present)
  - President (2009–2010)
- Tampa Bay History Center
  - Board of Trustees

## Speaking Engagements

- "Obtaining, Maintaining, and Elevating Black Lawyers in Law Firms," George Edgecomb Bar Association CLE (October 20, 2020)
- "Diversity in the Modern Law Firm: How Do We Raise the Bar?," Law Firm Leaders Summit 2020 (September 25, 2020)
- "Building an Equity and Inclusion Culture," Tampa Bay Chamber Public Policy Roundtable (September 9, 2020)
- "Workplace Fatalities: Avoiding Orange as the New Black," ABA Forum on Construction Law Annual Meeting (April 13, 2018)
- "Heat Stress: Understanding the Industry Standards and Protecting Employees," ABA Occupational Safety and Health Law Committee Midwinter Meeting (March 1, 2018)
- "So Your Client Got an OSHA Violation ... Now What? Expert Advice on Responding to an OSHA Violation in 2015," ABA Forum on Construction Law (May 21, 2015)
- "Alphabet Soup – Dealing with OSHA and Other Agencies Following Major Industrial Accidents," DRI Product Liability Conference, Las Vegas, NV (February 6, 2015)
- OSHA Essentials, ABA (May 14, 2014)
- "Diversity in Law Firms/In-House Counsel," Central Florida Diversity Symposium, The Florida Bar Young Lawyers Division, Orlando, FL (May 9, 2014)
- "Avoid Retaliation Claims and Save Your Company's Reputation and Costs," Tampa Bay WorkForce Alliance (January 24, 2007)
- "Why Exceptional Hiring Practices Lead to Excellent Results," First Annual Business Excellence Awards, Tampa Bay WorkForce Alliance

## Credentials

### EDUCATION

- Stetson University College of Law (J.D., cum laude, 2002)
- University of South Alabama (B.A., summa cum laude, 1998)

### COURT ADMISSIONS

- U.S. Supreme Court
- U.S. Court of Appeals, Eleventh Circuit
- U.S. District Court, Middle District of Florida

#### BAR ADMISSIONS

- Florida

- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida
- Florida State Courts

#### CLERKSHIPS

- Hon. Charles R. Wilson, U.S. Court of Appeals, Eleventh Circuit

### Areas of Focus

#### PRACTICES

- Construction Litigation
- Development
- Labor & Employment
- White Collar Crime & Government Investigations

#### INDUSTRIES

- Construction

### Videos

In this video, Lori discuss some of the practical steps employers can take to prepare for and handle on-site inspections by the federal Occupational Safety and Health Administration (OSHA).

<http://www.youtube.com/watch/XBEEkaIGZU4>