



## **Michelle I. Anderson**

### ***Partner***

New Orleans/Tampa

t: 504.529.3839/813.769.7500

f: 504.529.3850/813.769.7501

Email



### ***Service Focus***

- Litigation and Trials
- Counseling and Advice
- Wage and Hour
- Employee Leaves and Accommodations

### ***Industry Focus***

- Energy

### ***Overview***

With unique training and more than 20 years of experience in executive management, workforce development, and practicing employment law, Michelle Anderson helps businesses anticipate and solve practical and legal challenges in the workplace by defending against various claims and assisting with compliance practices and procedures.

Michelle defends employers against claimed violations involving unlawful discrimination, harassment, wrongful termination, retaliation, breach of contract, leave and disability, wage and hour, unfair labor practices, and public accommodations and workplace safety laws. To help clients comply with applicable laws and regulations, she advises on multi-state employee handbooks, employment applications, policies, and procedures; workplace investigations; Americans with Disabilities Act (ADA) matters; human resource management and systems; supervisor training; diversity and inclusion; criminal background checks; as well as Fair Labor Standards Act (FLSA) and state wage and hour audits.

Michelle works with the Louisiana Restaurant Association as its outside general labor and employment counsel, liaising closely with its members in the restaurant and hospitality industries.

An integral member of the firm's Wage and Hour Practice Group and Women's Initiative and Leadership Committee, she is also a key contributor to Fisher Phillips' COVID-19 Task Force, which has been a leader in providing advice and training to businesses around the country.

Before law school, Michelle had a successful career in workforce development, operating and managing employment and training programs for a private non-profit corporation under contracts from federal, state, and local governments. Among many others, these programs supported individuals with disabilities, those lacking a GED or high school diploma, and those on public assistance.

## ***Recent Experience***

### **Experience**

- Jury verdict in favor of franchisor and franchisee in religious discrimination case alleging failure to accommodate a sincerely held religious belief governing appearance.
- Jury verdict in favor of auto dealership and owner in race discrimination and intentional torts (received prior partial summary judgment on gender discrimination and retaliation claims before trial).
- Arbitration win in favor of manufacturing client in wrongful termination claim in violation of the collective bargaining agreement.
- Summary judgment in favor of employer in ERISA case for manufacturing client, affirmed by the 11th Circuit Court of Appeal.
- Summary judgment in favor of employer in an age discrimination case for manufacturing client, affirmed by the 5th Circuit Court of Appeal.
- Two summary judgments in favor of dental practice employer and individual defendant alleging race and gender discrimination, breach of contract and other intentional torts. Also prevailed on a third summary judgment for the employer on a breach of contract claim against the plaintiff, resulting in a monetary judgment in favor of the company.
- Summary judgment in favor of employer in a race discrimination case for manufacturing client.
- Partial summary judgment (claim preclusion for failure to disclose lawsuit in bankruptcy proceedings) in favor of employer in a race discrimination case for manufacturing client.
- Summary judgment in favor of employer in a race discrimination case for leasing client.
- Dismissal (failure to state a claim) in favor of employer in whistleblower claim for aviation client.
- Dismissal (failure to state a claim) in favor of employer in wrongful termination claim for manufacturing client.
- Dismissal (statute of limitations) in favor of employer in unemployment benefits claim for medical client.

- Dismissal (statute of limitations) in favor of employer in unemployment benefits claim for security client.
- Dismissal (failure to state a claim) in favor employer in breach of contract claim for insurance client.

## ***Credentials***

### **Education**

- J.D., 2007, Loyola University New Orleans School of Law
- B.A., 1995, Washington State University

### **Bar Admissions**

- Florida
- Louisiana

### **Court Admissions**

- Florida Supreme Court
- Louisiana Supreme Court
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Eastern District of Louisiana
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Middle District of Louisiana
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Western District of Louisiana

## ***Recognitions***

- Recognized in *The Best Lawyers in America* (2021 - 2024)
- *Chambers USA*, Labor & Employment (2022-2023)
- Featured in Lawline's Top Women Faculty of 2021
- Recommended as a leading practitioner for Labor and Employment Disputes: Defense by *The Legal 500 United States* (2021)
- Ones to Watch, *New Orleans City Business* (2017)
- Recognized in *Louisiana Super Lawyers*: Rising Star (2013-2016)

- Kappa Delta Sorority: Order of the Emerald (2009)
- Who's Who Historical Society: Who's Who of Professional Management (2003)

## ***Affiliations***

### **Professional Activities**

- Member of the National Association Women Business Owners - New Orleans Chapter
- General labor counsel for the Louisiana Restaurant Association
- Member of the American Bar Association
- Member of the New Orleans Chamber of Commerce
- Member of the New Orleans Human Resources Management Association
- Contributing author to the Florida Chamber of Commerce Employment Law Manual since 2008
- Contributing author to the Fisher Phillips' Employment Laws in the State of Louisiana publication since 2009

### **Community Activities**

- President of the Kappa Delta Sorority New Orleans Alumnae Association
- Hogs for the Cause, Team Volunteer
- Member of the Kappa Delta Sorority New Orleans Alumnae Association and a former chapter advisor and National Officer
- Serves on the Teaching Kitchen Committee at the Rosa Keller Library and Community Center in the Broadmoor community
- Member of the Krewe of Muses

## ***Insights***

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EVENT

05/07/24

### **Mid-Year Pulse Check: Is Your Workplace Thriving or Simply Surviving: Tampa**

James J. McDonald Jr., Brett P. Owens, Michelle I. Anderson, Marisol Ruiz, LaKisha M. Kinsey-Sallis, Lisa A. McGlynn

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INSIGHTS

08/04/23

### **Workplace Law Update: 22 Essential Items on Your August To-Do List**

Emily Alvarez, David E. Amaya, Michelle I. Anderson, Amanda M. Blair, Ted Boehm, Suzanne K. Bogdan, Jennifer B. Carroll, J. Micah Dickie, Anet Drapalski, Benjamin M. Ebbink, Jason A. Fischbein, Ilanit Fischler, Lonnie D. Giamela, Rosemary S. Gousman, Darcey M. Groden, Marty Heller, Melissa Huether, Jang Hyuk Im, Megan L. Janes, Usama Kahf, Nicole Kamm, Anne Yarovoy

Khan, Sarah Leon, Courtney Leyes, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, R. Henry Moore, Joshua D. Nadreau, Alden J. Parker, Christopher G. Peterson, Erin Price, Monica Snyder Perl, Nan Sato, Landon R. Schwob, Evan Shenkman, Shanon R. Stevenson, Sharon Suh, Hannah Sweiss, Spencer W. Waldron, David J. Walton, Sheila M. Abron, Arthur M. Wolfson, Annie Ziesing

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## INSIGHTS

08/01/23

### Genetic Testing and Cancer Screening Leave Laws Take Effect in Louisiana: What Employers Need to Know

Michelle I. Anderson

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## NEWS

06/06/23

### Fisher Phillips Once Again Recognized as a Top Labor and Employment Law Firm by Chambers USA

Edwin G. Foulke Jr., Andrew J. Sommer, Travis Vance, Kristin R.B. White, Danielle Hultenius Moore, Jocelyn Campanaro, Micah Dawson, Todd A. Fredrickson, Angelica M. Ochoa, Steven M. Bernstein, Suzanne K. Bogdan, Charles S. Caulkins, Christine E. Howard, Jeffrey E. Mandel, Cathy M. Stutin, Shanon R. Stevenson, Laurel K. Cornell, Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Michelle I. Anderson, Edward F. Harold, Timothy H. Scott, David W. Erb, Daniel E. Farrington, Joseph W. Ambash, William E. Altman, Gregory V. Murray, Steven R. Cupp, Gregory D. Ballew, J. Randall Coffey, James R. Holland II, Brian J. Finucane, David B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Kathleen McLeod Caminiti, Rosemary S. Gousman, Michael R. Marra, Richard A. Millisor, Clarence M. Belnavis, Todd A. Lyon, Nan Sato, Christopher P. Stief, William D. Wright, Michael D. Carrouth, C. F. W. Manning II, Stephen C. Mitchell, J. Hagood Tighe, David S. Jones, Jeff Weintraub, Arthur V. Lambert, Stephen J. Roppolo, Teresa Valderrama, Theresa M. Connolly, Davis C. Bae, Ralph Hua, Radhika Mehta, Suzanne Kelly Michael, Barbara Jean D'Aquila

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## EVENT

03/08/23

### 2023 Breakfast Briefing: How Not to Spend Time with a Lawyer

Michelle I. Anderson

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## EVENT

11/02/22

### The North Florida Employment Litigation Boom: Don't Become a Target

Michelle I. Anderson

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## EVENT

09/14/22

## Wage and Hour Wednesday – So Your Company Has Remote Workers in Florida? Wage & Hour Considerations You Should Know

Michelle I. Anderson, Brett P. Owens

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INSIGHTS

08/16/22

### Hiring Remote Employees in Louisiana? The 4 Main Laws You Need to Know

Michelle I. Anderson, Edward F. Harold

[Read more →](#)

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INSIGHTS

07/28/22

### FP Flash Survey Reveals: Most Employers Moving Full Speed Ahead Despite Looming Economic Uncertainty

Michelle I. Anderson, Stephen Scott, Hannah Sweiss

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NEWS

06/01/22

### Fisher Phillips Recognized Again as a Top Labor and Employment Law Firm by Chambers USA

Kristin R.B. White, Danielle Hultenius Moore, Jocelyn Campanaro, Micah Dawson, Todd A. Fredrickson, Angelica M. Ochoa, Steven M. Bernstein, Suzanne K. Bogdan, Charles S. Caulkins, Christine E. Howard, Jeffrey E. Mandel, Cathy M. Stutin, Shanon R. Stevenson, Laurel K. Cornell, Raymond C. Haley III, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Michelle I. Anderson, Edward F. Harold, Keith M. Pyburn Jr., Timothy H. Scott, David W. Erb, Daniel E. Farrington, Joseph W. Ambash, William E. Altman, Gregory V. Murray, Steven R. Cupp, J. Randall Coffey, Brian J. Finucane, David B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Rosemary S. Gousman, Michael R. Marra, Richard A. Millisor, Clarence M. Belnavis, Nan Sato, Christopher P. Stief, William D. Wright, Michael D. Carrouth, C. F. W. Manning II, Stephen C. Mitchell, J. Hagood Tighe, David S. Jones, Jeff Weintraub, Arthur V. Lambert, Stephen J. Roppolo, Teresa Valderrama, Theresa M. Connolly, Davis C. Bae, Ralph Hua, Radhika Mehta, Suzanne Kelly Michael

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