



## MICHELLE I. ANDERSON

Partner

New Orleans / Tampa

504.529.3839

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### Service Focus

- Counseling and Advice
- Emergency Planning and Response
- Employee Leaves and Accommodations
- Litigation and Trials
- Wage and Hour

## OVERVIEW

With unique training and more than 25 years of experience in executive management, workforce development, and employment law litigation, 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; record retention, as well as Fair Labor Standards Act (FLSA) and state wage and hour audits. Michelle is also an integral member of the Firm's Wage and Hour, and Leaves and Accommodations practice groups.

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. Michelle routinely works with human resources professionals and business leaders to assess risk, improve working conditions and manage legal compliance and frequently speaks on these topics, sharing her expertise at conferences, seminars, and panel discussions.

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## Recent 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.
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## **Credentials**

### **Education**

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

### **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
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## Recognitions

- Recognized in *The Best Lawyers in America* (2021-2026)
  - *Chambers USA*, Labor & Employment (2022-2025)
  - 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)
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## 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

**News**

**Jun 5, 2025**

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

**Insights**

**Apr 23, 2025**

Don't Get the Ick! How to Prepare for New State Sick Leave Requirements in 2025

**News**

**Mar 26, 2025**

New York Law Journal Recaps Michelle Anderson's Discussion at LegalWeek

**Insights**

**Jun 25, 2024**

Louisiana Dismantles Concealed Carry Requirements: Key Employer Takeaways and 4 Steps You Can Take to Create a Safer Workplace

**News**

**Jun 10, 2024**

Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA

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