



Alex G. Desrosiers

Associate

Orlando/Boston/Portland

t: 407.541.0857

f: 407.541.0888

Email



Service Focus

- Employee Defection and Trade Secrets
- Labor Relations
- Litigation and Trials

Industry Focus

- Healthcare
- Hospitality
- Manufacturing

Overview

Alex is an attorney in the Orlando and Boston offices of Fisher Phillips and is an integral member of the firm's Labor Relations Practice Group. Alex advises and represents employers across the country in traditional labor matters related to union organization, collective bargaining, grievance arbitrations, contract interpretation, work stoppages and unfair labor practices. He regularly appears before the National Labor Relations Board on behalf of employers, representing their interests in union election matters and defending them against claims of unfair labor practices.

Alex is also a trusted advisor for non-unionized employers with respect to their employee relations and human resources concerns. He regularly counsels clients on issues including:

- Hiring and Onboarding
- Employee Handbook and Policy Review
- Performance Management and Disciplinary Action
- Supervisory Training
- Human Resources Investigations

- Requests for Medical Accommodations
- Leaves of Absences
- Restrictive Covenants and Proprietary Information
- Termination and Severance Agreements

Despite their best efforts, inevitably for some employers, litigation cannot be prevented. When those unfortunate circumstances occur, Alex firmly defends employers of all sizes and across multiple industries before state and federal courts, administrative agencies, as well as in arbitration. Alex has significant experience litigating claims of discrimination, retaliation, breach of contract, wage and hour violations, and restrictive covenant/non-compete disputes.

In the past few years alone, Alex has obtained successful outcomes for clients in important matters, including:

- Defeating a Class Action Arbitration in a Labor Dispute
- Several Victories in Grievance Arbitrations Regarding Disputes over Contract Interpretation and Discipline/Discharge
- Obtaining Summary Judgment in Single-Plaintiff Employment Discrimination Matters
- Defeating a Motion for Conditional Certification in a Class Action Wage/Hour Matter

Alex is an avid speaker and writer, frequently traveling around the country to keep employers, labor relations and HR professionals informed about the ever-changing workplace landscape. For example, Alex has presented at the statewide HR Florida Annual Conference and has conducted multiple, full-day seminars for clients and prospective clients seeking to be prepared for a potential strike/work stoppage.

Recently, Alex was interviewed as part of the firm's "Create Your Own Success Equation" initiative, and his story is featured on the firm's [Career Page](#). His story of becoming an active and vital member of the firm's Labor Relations Practice Group was also highlighted as a part of the group's "[Boost the Bench](#)" initiative designed to identify and develop the "next wave" of labor relations lawyers in the firm.

Outside the office, Alex serves on the Board of Directors for the Crohn's and Colitis Foundation – Central and Northeast Florida Chapter.

**Alex is admitted in Florida, Massachusetts and Rhode Island. He is not admitted in Oregon but is supervised by a licensed bar member in this state.*

Credentials

Education

- J.D., 2014, *cum laude*, with honors, Roger Williams University School of Law
- B.S., 2011, University of Central Florida

Bar Admissions

- Florida
- Massachusetts
- Rhode Island

Court Admissions

- U.S. District Court for the District of Massachusetts
- U.S. District Court for the District of Rhode Island
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida

Affiliations

Professional Activities

- Board of Directors, Crohn's & Colitis Foundation - Central and Northeast Florida Chapter
- Young Lawyers Division, The Florida Bar

Community Activities

Alex, a long-time supporter of the Crohn's & Colitis Foundation, recently joined the Board of Directors for the Foundation's Central and Northeast Florida Chapter. In this role, Alex is actively involved in planning and fundraising for the Foundation's Take Steps Campaign, and its annual gala, Night of Hope, which takes place annually in Orlando and focuses efforts in bringing more patient resources to the surrounding communities.

Insights

EVENT

05/02/24

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

Jeffrey E. Mandel, Benton N. Wood, Alex G. Desrosiers

[Read more →](#)

INSIGHTS

03/11/24

Florida's "Stop WOKE" Act Struck Down on Appeal: What Employers Need to Know

Alex G. Desrosiers

[Read more →](#)

INSIGHTS

03/01/24

Workplace Law Update: 10 Essential Items on Your March To-Do List

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Raeann Burgo, Kathleen McLeod Caminiti, Melissa (Osipoff) Camire, Patrick J. Collopy, Tami Essis Culkar, Alex G. Desrosiers, Benjamin M. Ebbink, Shelby L. Garland, Darcey M. Groden, Usama Kahf, Aymara Ledezma, Joshua D. Nadreau, Jacklin Rad, Jennifer B. Sandberg, Nan Sato, David Shannon, Henry Thomson-Smith, J. Hagood Tighe, Connie Yang

[Read more →](#)

NEWS

02/27/24

Labor Relations Attorneys Quoted on NLRB's Ruling Focused on Political Activism in the Workplace

Alex G. Desrosiers, Joshua D. Nadreau

[Read more →](#)

INSIGHTS

02/23/24

FP SCOTUS Predictions: Supreme Court Set to Limit Labor Board's Reach Over Employers in Surprising Way

Alex G. Desrosiers, Mark J. Ricciardi

[Read more →](#)

INSIGHTS

02/23/24

Labor Board's "BLM" Ruling Will Require You To Review Your Dress Code and Other Workplace Policies: Your 5-Step Guide

Alex G. Desrosiers, Joshua D. Nadreau

[Read more →](#)

INSIGHTS

02/16/24

Recent Court Ruling Teaches Florida Employers 5 Key Lessons to Avoid Joint Employer Troubles

Alex G. Desrosiers

[Read more →](#)

EVENT

11/15/23

The Pendulum Swings to the Left: A Retrospective on the NLRB's Historically Active Year

Michael D. Carrouth, Alex G. Desrosiers

[Read more →](#)

EVENT

08/16/23

Are You Ready for a Union Organizing Drive at Your Workplace?

Alex G. Desrosiers, Stephen C. Mitchell

[Read more →](#)

EVENT

04/05/23

The Return of the Strike: How to Counter Strikes, Pickets & Boycotts

Todd A. Lyon, Alex G. Desrosiers

[Read more →](#)

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