

Brett P. Owens

Partner

Tampa

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Email



Service Focus

- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials
- Privacy and Cyber
- Mergers and Acquisitions
- Wage and Hour

Industry Focus

- Retail
- Automotive Dealership
- Healthcare
- Hospitality
- Sports
- PEO Advocacy and Protection
- Tech

Overview

Brett Owens is a partner in the Tampa office and Co-Leader of the Technology Industry team. A trusted advisor and litigator, Brett devotes his practice to all aspects of employment law. When employers are faced with litigation, Brett strategically relies upon the discovery process to position disputes for an early resolution. He has successfully achieved dismissals of cases in the early stages of litigation, has received multiple defense verdicts at trial, and has served as first-chair trial counsel in complex employment disputes.

Brett maintains a diverse litigation practice and represents employers in litigation related to terminations, wages, employment agreements, misappropriation of trade secrets, and restrictive covenants. Brett also helps clients navigate the myriad of federal and state laws governing the

employer-employee relationship to ensure compliance and drafts nondisclosure, arbitration, noncompetition, and severance agreements for employers.

Brett has represented companies operating in the gig economy across the Southeastern United States and works with gig economy companies to develop and maintain legally compliant business models and independent contractor agreements. Brett has provided counsel to colleges, universities, and businesses nationwide on matters pertaining to name, image, and likeness issues.

He also has experience assisting employers with due diligence during mergers and acquisitions and provides advice to employers during post-acquisition integration.

Brett has been included in the *Florida Super Lawyers* – Rising Stars list since 2018 and is a member of the Mentor Network at the Tampa Bay Wave, a community-driven nonprofit organization that supports the success of Tampa Bay's entrepreneurs and the innovative businesses they are building.

Recent Experience

Experience

- Served as first-chair trial counsel and received prevailing-party attorney's fees for claims for breach of severance agreement and wages after four-day jury trial.
- Motion to Dismiss granted with prejudice for \$3.6 million claim for breach of compensation agreement and civil theft against owner of employer.
- Motion to Dismiss granted with prejudice for claim for Negligent Hiring, Training, and Supervision against gig economy company.
- Summary judgment granted against the EEOC for disability discrimination and joint-employer claims.
- Summary judgment granted for Section 1981 claim.
- Summary judgment granted for multi-count complaint alleging race discrimination, hostile work environment and retaliation under Title VII, FCRA and Section 1981.
- Summary judgment granted for multi-count complaint alleging age discrimination and retaliation under Title VII and the FCRA.
- Received voluntary dismissal with prejudice of six-figure commissions dispute from three former sales representatives.
- Received voluntary dismissal with prejudice, on behalf of a University, for claim of breach of an implied contract.
- Received voluntary dismissal in the early stages of litigation of three lawsuits alleging misclassification against a gig economy company.
- Received voluntary dismissal with prejudice of dispute arising out of multiple collective actions under the Fair Labor Standards Act against a gig economy company.

- Obtained injunctive relief on behalf of a tech company alleging violation of Non-Competition Agreement and misappropriation of trade secrets.
- Received withdrawal of Motion for Preliminary Injunction, on behalf of insurance broker, based solely on the pleadings and without need for evidentiary hearing.
- Multiple dismissals of administrative charges of discrimination through no cause determinations.
- Multiple Recommended Orders adopted by the Florida Commission on Human Relations.

Credentials

Education

- J.D., 2014, *cum laude*, University of Florida, Levin College of Law
- M.B.A., 2014, University of Florida, Hough Graduate School of Business
- M.S., 2011, University of Florida, Hough Graduate School of Business
- B.S., 2010, *summa cum laude*, University of Florida

Bar Admissions

- Florida

Court Admissions

- Florida District Courts of Appeal
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida

Recognitions

- Recognized in *The Best Lawyers in America*, Ones to Watch (2022 - 2025)
- Listed in *Florida Super Lawyers - Rising Stars* since 2018

Affiliations

Professional Activities

- The Hillsborough County Bar Association Bar Leadership Class of 2018-19
- Member, Florida Blue Key
- Member, Hillsborough County Bar Association
- Member, Emerge Tampa Bay

- Member, Mentor Network at the Tampa Bay Wave, a community-driven nonprofit organization that supports the success of Tampa Bay's tech entrepreneurs and the innovative businesses they are building.

Insights

EVENT

04/30/25

HR Trend Talks: The Latest EEOC Guidance on Unlawful Workplace DEI Programs

Brett P. Owens, Raymond W. Perez, Sheila M. Abron

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NEWS

04/01/25

Republished Insight: Caught in a Raging Storm: 5 Steps Schools Should Take as Name, Image and Likeness Disputes Continue to Cause Problems for Universities

Michael E. Bonner, Rob Dickson, Brett P. Owens

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NEWS

03/31/25

Republished Inisght: Employer FAQs About AI Agents

Karen L. Odash, Brett P. Owens, David J. Walton, Erica G. Wilson

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EVENT

03/26/25

HR Trend Talks: The FTC's New Task Force Targeting Noncompetes

Brett P. Owens

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EVENT

02/19/25

HR Trend Talks: Employment and Labor Law Updates Under the New Trump Administration

Brett P. Owens

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INSIGHTS

02/05/25

Caught in a Raging Storm: 5 Steps Your School Should Take as NIL Disputes Continue to Cause Problems for Universities

Michael E. Bonner, Rob Dickson, Brett P. Owens

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INSIGHTS

01/17/25

Employer FAQs About AI Agents

Karen L. Odash, Brett P. Owens, David J. Walton, Erica G. Wilson

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INSIGHTS

01/07/25

FP's Top 2025 Predictions for the Tech Sector

Brett P. Owens, Danielle Hultenius Moore

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EVENT

12/11/24

HR Trend Talks: Reflecting on 2024 and Preparing for 2025

Brett P. Owens

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EVENT

12/05/24

Employment and Benefits Issues Arising from Mergers and Acquisitions

Brett P. Owens, Lorie Maring

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