



## **Brett P. Owens**

*Partner*

Tampa

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### ***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***

- Gig Economy
- Retail
- Automotive Dealership
- Healthcare
- Hospitality
- Sports
- PEO and Staffing

### ***Overview***

Brett Owens is a partner in the Tampa office. 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 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 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, 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 - 2024)
- 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***

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EVENT

03/28/24

## **HR Trend Talks: NLRB's Ruling and the Future of Workplace Expression**

Brett P. Owens

[Read more →](#)

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EVENT

02/21/24

## **HR Trend Talks: Talking Politics and Navigating the Upcoming Election Season**

Brett P. Owens

[Read more →](#)

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INSIGHTS

02/21/24

## **Recent Rulings Pave Way for More Workplace Bias Claims: 5 Steps for Florida Employers to Reduce Risk of Trial**

Adanna Ferguson, Brett P. Owens

[Read more →](#)

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EVENT

01/17/24

## **HR Trend Talks: Implementing Performance Management Programs**

Brett P. Owens

[Read more →](#)

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EVENT

12/20/23

## **HR Trend Talks: Sharing 2023 Best Practices**

Brett P. Owens

[Read more →](#)

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PUBLICATION

11/06/23

## **Attorneys Pen Article Detailing the Collective Association and Provide Tips for Universities**

Michael E. Bonner, Brett P. Owens

[Read more →](#)

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INSIGHTS

10/20/23

## **Could the Collective Association Provide an Alternative to Employment Status for Student-Athletes? 5 Tips for Universities**

Michael E. Bonner, Brett P. Owens

[Read more →](#)

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EVENT

10/18/23

## FP Trends: Promoting Wellbeing in the Workplace

Brett P. Owens

[Read more →](#)

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EVENT

08/28/23

## 2023 HR Florida Conference and Expo

Jennifer B. Carroll, Andrew Froman, LaKisha M. Kinsey-Sallis, Brett P. Owens

[Read more →](#)

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EVENT

07/13/23

## How Florida Employers Can Protect Trade Secrets and Enforce Restrictive Covenants

Brett P. Owens

[Read more →](#)

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