



Justin William McConnell

Partner

Orlando

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Email



Service Focus

- Litigation and Trials
- Counseling and Advice
- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment

Industry Focus

- Healthcare
- Hospitality
- Retail

Overview

Justin McConnell is a partner in Fisher Phillips' Orlando office who helps employers navigate their most complex workplace challenges. With more than a decade of experience representing companies of all sizes in state and federal courts, administrative agencies, and arbitrations, Justin brings both strategic insight and a results-driven approach to every matter he handles.

A trusted advisor and accomplished litigator, Justin helps clients manage risk, ensure compliance, and resolve disputes efficiently and effectively. He is known for his ability to tailor strategies to each client's specific objectives and for his steadfast commitment to protecting their legal and business interests. Recognized in *The Best Lawyers in America*, Justin combines technical skill with a deep understanding of the human dynamics that drive workplace disputes.

Beyond the courtroom, Justin works closely with management teams to develop best practices, litigation avoidance strategies, and proactive solutions that foster productive and legally sound workplaces. He is valued for his open communication, responsiveness, and dedication to building lasting partnerships with his clients.

A lifelong resident of Florida who takes pride in supporting the state's business community, Justin serves on the Board of Directors for the Greater Orlando Society for Human Resource Management and is a member of the Academy of Florida Management Attorneys. A frequent speaker on emerging employment law trends, he regularly presents to professional and business groups throughout Florida.

Credentials

Education

- J.D., 2014, University of Florida, Levin College of Law
- B.S., 2011, *summa cum laude*, University of Central Florida

Bar Admissions

- Florida

Court Admissions

- 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 Middle District of Florida

Recognitions

- *The Best Lawyers in America*®, "Employment Law — Management" and "Litigation — Labor and Employment" (2026)
- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law -- Management" and "Ones to Watch: Litigation – Labor and Employment" (2022-2024)

Affiliations

Professional Activities

- Greater Orlando Society for Human Resource Management (Board of Directors)
- Academy of Florida Management Attorneys (AFMA)
- ProVisors, Downtown Orlando Home Group
- HR Florida State Council, Legislative Conference Committee Member
- Orange County Bar Association