

LOUIS D. WILSON

Partner / Melbourne, Orlando

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Louis Wilson is the Managing Partner of the Melbourne office. He regularly assists employers on a wide range of matters, from providing advice and guidance on day-to-day labor and employment law issues to representation in complex employment litigation matters.

Louis has extensive experience assisting organizations with drafting employment contracts and non-compete agreements, developing personnel policies and practices, conducting workplace investigations and trainings, and carrying out separations and reductions-in-force. Louis also regularly represents employers in federal and state court and before administrative agencies, with a particular focus in breach of contract, discrimination, FMLA, wage/hour and whistleblower matters. Additionally, Louis has a broad range of experience representing management in traditional labor matters, including providing legal advice in connection with union organizing campaigns and representation in labor arbitration and unfair labor practice charge proceedings.

Over the course of his legal career Louis has advised and represented employers involved in a wide variety of industries and sectors, including clients involved in the banking, financial services, healthcare, hospitality, manufacturing, restaurant and retail industries, as well as public employers and government contractors. He is a member of the firm's Healthcare and Restaurant practice groups, as well as Traditional Labor Group. Earlier in his career Louis was an attorney in the labor and employment practice group of a large international law firm based in New York City where he worked extensively with employers on a variety of labor and employment matters, including complex corporate restructurings and mergers and acquisitions. He also spent several years in London, England where he qualified as a solicitor in England and Wales and studied UK employment law. While in law school, Louis served as an Articles Editor for the George Washington University Journal of International Law and Economics and was a member of the George Washington University Law School Moot Court Board.

Representative Experience

EDUCATION

- » College of Law of England and Wales (Certificate in UK Law & Practice, 2009)
- » George Washington University Law School (J.D., *With Honors*, 1999)
- » Columbia University (B.A., 1993)

BAR ADMISSIONS

- » New York
- » Law Society of England and Wales
- » 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
- » U.S. District Court for the Eastern District of New York
- » U.S. District Court for the Southern District of New York

FIRM LEADERSHIP

- » Melbourne Office Managing Partner
- » Management Group

- » Obtained dismissal of multiple count discrimination lawsuit in federal court
- » Successfully defended termination and disciplinary actions in multiple labor arbitration grievance proceedings, and represented Florida public sector employer bargaining team in impasse proceeding
- » Obtained directed verdict dismissal of retaliation claim in state court and successfully defended directed verdict when appealed to state appellate court
- » Successfully represented clients before the EEOC and the Florida Commission on Human Relations in multiple charges of discrimination, harassment and retaliation proceedings
- » Assisted clients in various industries with resolving FLSA claims in federal and state courts and in connection with U.S. Department of Labor audits
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request*

Honors & Awards

- » 2018 Member of the Year, Vassar B. Carlton American Inns of Court
- » 2017-18 United Way of Brevard Rising Star - FordHarrison Workplace Campaign
- » *Best Lawyers in America* - Employment Law - Management and Litigation - Labor and Employment Law (2025-2026)

Memberships

- » Florida Bar (Labor and Employment Section)
- » Board Member, United Way of Brevard
- » Board Member, Aging Matters in Brevard
- » LEAD Brevard (Class of 2012)
- » Associate, UK Chartered Institute Of Personnel and Development
- » Associate Member, Society for Human Resource Management
- » Legislative Chair, South Brevard SHRM (SHRM Affiliate)
- » Legislative Chair, Treasure Coast HRA (SHRM Affiliate)

- » Vasser B. Carlton Inn of Court (Barrister)

News & Insights

- » March 19, 2024 - "Stop Woke is Broke: Injunction Stopping Florida's Anti-Woke Law Aimed at Employer Training is Upheld by Eleventh Circuit," The Florida Bar, Labor and Employment Law Section, E-Updates
- » March 07, 2024 - Stop Woke is Broke: Injunction Stopping Florida's Anti-Woke Law Aimed at Employer Training is Upheld by Eleventh Circuit
- » August 23, 2022 - Federal Court Grants Preliminary Injunction to Halt Enforcement of Florida's Stop WOKE Act
- » June 29, 2022 - Go Woke, Go Broke? Potential Legal Exposure for Florida Diversity Training Starts July 1
- » April 25, 2022 - What Does Florida's "Stop WOKE" Act Mean for Employers?

Events

- » April 18, 2026 - 2026 Space Coast Human Resource Conference — [Presentation Request]
- » April 16, 2026 - 2026 Space Coast Human Resource Conference — Melbourne, FL
- » April 09, 2026 - 2026 Treasure Coast Human Resource Association — Half-Day Legal Conference [Presentation Request]
- » January 22, 2026 - SHRM South Brevard and Ford Harrison New Year's Workplace Legal Seminar - 2026 [Melbourne, FL]
- » September 16, 2025 - 2025 Legal Update for HR — FordHarrison & Space Coast Human Resources Association of Florida

Offices

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