

Marci E. Britt, Esq.

TRENT COTNEY | P. A.

CONSTRUCTION LAW GROUP

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EXPERIENCE

TRENT COTNEY, P.A., Tampa, FL

Associate Attorney

May 2017 – Present

- Represent and defend employers within the construction industry in all areas of labor and employment law, including discrimination, harassment, and retaliation claims, wage and hour compliance, whistleblower claims, OSHA defense, family and medical leave issues, terminations and reductions-in-force, restrictive covenant enforcement and defense, and unemployment compensation and workers' compensation claims
- Counsel employers on various human resources matters and conduct workplace investigations, compliance audits, and on-site management and employee trainings
- Draft and review employment contracts and independent contractor agreements, employee handbooks and policies, application forms, drug-testing and background screening policies, severance agreements, and non-compete agreements

FISHER PHILLIPS, LLP, Tampa, FL

Associate Attorney

August 2013 – December 2016

- Represented, counseled, and defended employers in all aspects of employment law before federal and state courts at both the trial and appellate levels, before various federal, state, and local administrative agencies, and in mediations and arbitrations

THE HONORABLE VIRGINIA M. HERNANDEZ COVINGTON, U.S. DISTRICT COURT FOR THE MIDDLE DISTRICT OF FLORIDA, Tampa, FL

Judicial Law Clerk

January 2012 – August 2013

- Managed all aspects of assigned cases, including researching and drafting orders and opinions on all motions filed, drafting jury instructions, verdict forms, and proposed oral rulings for hearings, and attending trials, hearings, and pre-trial conferences

PHELPS DUNBAR, LLP, Tampa, FL

Associate Attorney

October 2009 – December 2011

Summer Associate

May 2008 – August 2008

- Served as coverage counsel representing, advising, and defending insurers in all stages of complex insurance coverage litigation involving first-party property disputes, third-party liability disputes, and bad faith claims

THE HONORABLE L. CLAYTON ROBERTS, FLORIDA FIRST DISTRICT COURT OF APPEAL, Tallahassee, FL

Judicial Intern

May 2007 – August

2007

- Drafted opinions, case briefs, and recommendations for rulings on various civil and criminal cases on appeal; attended judicial conferences; observed oral arguments

EDUCATION

VANDERBILT UNIVERSITY LAW SCHOOL, Nashville, TN

Juris Doctorate

May 2009

- *Vanderbilt Journal of Entertainment and Technology Law*, Managing Editor; Dean's List; VULS Ambassador; Legal Aid Society

FLORIDA STATE UNIVERSITY, Tallahassee, FL

Master of Science

December 2003

- Political Science; *summa cum laude*

Bachelor of Science

December 2002

- Political Science and Sociology; *summa cum laude*

ADMISSIONS

- The Florida Bar, September 2009
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida

ASSOCIATION MEMBERSHIPS

- American Bar Association
- Florida Bar Labor and Employment Law Section
- Hillsborough County Bar Association
- Hillsborough Association of Women Lawyers

PUBLICATIONS

- "One-Time Anomaly or Potential Turning of the Tides? A Review of the Supreme Court's 2014-2015 Term," Fisher Phillips *Labor Letter*, August 2015
- "Managing Reasonable Accommodations," American Health Care Association *Provider Magazine*, October 2014

DECISIONS

- *Perry v. Schumacher Group of Louisiana, et al.*, 2014 WL 988751 (M.D. Fla. Mar. 13, 2014); 2014 WL 5516466 (M.D. Fla. Oct. 31, 2014); 2014 WL 5780514 (M.D. Fla. Nov. 5, 2014)
- *Ambridge v. Wells Fargo Bank, N.A.*, 2014 WL 4471545 (M.D. Fla. Sept. 10, 2014)
- *DeSilva v. SunTrust Bank*, 2015 WL 5638073 (M.D. Fla. Sept. 23, 2015)