

Lindsay Dennis Swiger

Of Counsel
Jacksonville

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Biography

Lindsay Dennis Swiger is Of Counsel in the Jacksonville, Florida, office of Jackson Lewis P.C. She represents employers on a broad range of employment and labor law matters.

Ms. Swiger defends major corporations, educational and religious institutions, and nonprofit organizations in claims involving:

- Discrimination, harassment and retaliation laws at the local, state and federal levels
- Minimum wage and overtime statutes, including collective and class actions
- Executive employment agreements
- Noncompetition agreements
- Trade secret and unfair competition laws
- Whistleblower laws
- The Family and Medical Leave Act (FMLA)
- Workers' compensation

In her practice, Ms. Swiger counsels and advises human resource professionals and management teams on all aspects of the employment relationship. Her experience includes:

- Social media policies and procedures
- Preparation of employment contracts, employee handbooks and separation agreements
- Reductions in force
- Comprehensive internal audits of pay practices and employee classification under the Fair Labor Standards Act (FLSA)
- Workplace safety

Ms. Swiger provides training and guidance on sexual harassment, discrimination and retaliation prevention, employee discipline and termination, and performance evaluations. Clients turn to Ms. Swiger for assistance in avoiding employment litigation through proper navigation of the growing number of laws and regulations that impact the workplace. In the labor area, Ms. Swiger represents employers in connection with unfair labor practice charges, arbitration and collective bargaining matters. She defends clients in cases before the National Labor Relations Board. In addition, Ms. Swiger handles claims brought under Title III of the Americans with Disabilities Act (ADA) dealing with public accommodations. Ms. Swiger represents clients in a wide variety of industries, including finance, transportation and logistics, healthcare, hospitality, retail and service.

Honors and Recognitions

- Jacksonville Business Journal, "40 Under 40" (2017)

Education

Temple University Beasley School of Law
J.D., 2007
magna cum laude,
Executive Notes and Comments Editor of the *Temple Journal of Science, Technology and Environmental Law*

Florida State University
B.A., 2002
magna cum laude

Admitted to Practice

Florida - M.D. Fla.
2007

Florida - N.D. Fla.
2008

Florida - S.D. Fla.
2012

Florida
2017



Professional Associations and Activities

- American Bar Association
- Chester Bedell Inn of Court
- Federal Bar Association, Jacksonville Chapter
- Florida State University Alumni Association
- Jacksonville Bar Association, Labor and Employment Committee
- Society for Human Resource Management (SHRM) Jacksonville, Volunteer Coordinator, Board Member
- Temple Law Alumni Association

Published Works

- "New OSHA Rule Requires Employers to Update Postings and Policies," *Association of Corporate Counsel North Florida Chapter* (Third Quarter 2016) [Author]
- "Court Ruling May Increase Lawsuits From ADA "Testers,"" *Association of Corporate Counsel North Florida Chapter* (First Quarter 2014) [Co-Author]
- "Allowance For ADA Opens Door To More Litigation," *Daily Business Review* (February 20, 2014) [Co-Author]
- *Model Policies and Forms for Florida Employers* (Florida Chamber of Commerce January 2012) [Co-Author]
- "Beware of Politics in the Workplace," *Jacksonville Business Journal* (October 2010) [Quote]
- *Model Policies and Forms for Florida Employers* (Florida Chamber of Commerce January 2010) [Co-Author]
- *Hiring, Firing and Discipline for Florida Employers* (American Chamber of Commerce Resources, LLC April 2009) [Co-Author]
- *Hiring, Firing and Discipline for Florida Employers* (American Chamber of Commerce Resources, LLC April 2008) [Co-Author]
- "Nanotechnology: Unique Science Requires Unique Solutions," *25 Temple Journal of Science, Technology and Environmental Law* (Spring 2006) [Author]

Speeches and Presentations

- "2018 Employment Issues Facing the Hospitality Industry," HFTP Club and Hotel Controllers Conference (Houston, TX June 19, 2018) (presenter)
 - "Prohibiting Discrimination, Harassment and Retaliation in the Workplace," Society for Human Resource Management (SHRM) Jacksonville Supervisor Training (Jacksonville, FL September 2017) (presenter)
 - "The NLRB's Assault on Your Employee Handbook," First Coast Manufacturers Association Workshop (Jacksonville, FL January 25, 2017) (presenter)
 - "Prohibiting Discrimination, Harassment and Retaliation in the Workplace," Society for Human Resource Management (SHRM) Jacksonville Supervisor Training (Jacksonville, FL September 2016) (presenter)
 - "Worker's Comp Update - Florida," FHM-Brown & Brown Event (Jacksonville, FL March 19, 2014) (presenter)
 - "To Catch a Thief (or Worse): Legal and Effective Employment Background Screening," First Coast Manufacturers Association (Jacksonville, FL January 30, 2013) (presenter)
 - "Legal Do's and Don'ts of Social Media," Nonprofit Center of Northeast Florida (Jacksonville, FL December 7, 2011) (presenter)
 - "Social Media: Legal Liabilities, Loopholes and Lessons Learned," International Association of Business Communicators (Jacksonville, FL August 10, 2011) (presenter)
 - "Social Networking in the Workplace," First Coast Manufacturers Association (Jacksonville, FL January 2010) (presenter)
 - "Employee Discharge and Documentation in Florida," Lorman Seminar (Jacksonville, FL June 12, 2008) (presenter)
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