

# Cathleen Bell Bremmer

OF COUNSEL

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## Overview

Katy Bremmer is an accomplished litigator whose practice is focused on management-side defense, representing employers in various aspects of labor and employment in state, federal, and class action litigation. This representation includes defending clients in equal employment discrimination, whistleblower, wage and hour, and retaliation lawsuits filed in federal and state court.

Katy believes in conducting thorough investigations and providing a proactive defense, enabling her clients to effectively evaluate and efficiently manage cases through the life of the litigation. She conducts internal investigations for clients, drafts employment agreements and policies, and advises on all manner of human resources and employment-related issues such as hiring, discipline, investigations, accommodations, leave, and termination.

Katy has extensive experience with the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Fair Labor Standards Act, the Equal Pay Act, the Family and Medical Leave Act, the Railway Labor Act, Title VII, ERISA, COBRA, and civil rights litigation. She also represents employers in proceedings before federal and state equal employment opportunity agencies and defends employers, benefit plans, and fiduciaries in benefit plan litigation.

In addition to her employment law practice, Katy provides discovery practice and defense support to the firm's litigation and national class action practice groups in both state and federal court complex civil litigation matters.

Katy is board certified in labor and employment law by the Florida Bar. She regularly writes and speaks on legal developments in employment law. She is a co-author of the federal discrimination claims chapter in the fourth edition of the recognized treatise, *Handbook on ERISA Litigation*, published by Wolters Kluwer.

## Experience

- *Yoder v. Fla. Farm Bureau Cas. Ins. Co.*, No. 1:19-cv-00070, 2022 WL 1055184 (N.D. Fla. Mar. 9, 2022) (granting summary judgment upholding independent contractor classification of insurance agents under the FLSA).
- *United States v. HPC Healthcare, Inc.*, 723 F. App'x 783 (11th Cir. 2018) (affirming dismissal with prejudice of a qui tam action for the alleged fraudulent submission of medical billing to Medicare and Medicaid for plaintiff's failure to plead detailed allegations sufficient to satisfy the applicable standards under Federal Rule of Civil Procedure 9(b)).
- *Pridgeon v. Campbell Global, LLC*, No. 1:17-cv-00278, 2018 WL 6318848 (N.D. Fla. Aug. 31, 2018) (granting summary judgment in favor of investment company in former, long-term employee's age discrimination claim after being terminated for violating a supervisor's directive).
- *Rossiter v. AirTran Airways, Inc.*, No. 2011-CA-005163-O (Fla. Cir. Ct. Aug. 21, 2014) (granting summary judgment in favor of airline on the basis that the Railway Labor Act preempted a former pilot's state law claims for fraud and intentional infliction of emotional distress).
- *Hamilton v. Boys & Girls Club of Metro. Atlanta, Inc.*, No. 1:12-cv-03609, 2014 WL 4100750 (N.D. Ga. Aug. 18, 2014) (granting summary judgment in favor of nonprofit organization in race and age discrimination claims brought by former employee who lost position following a reduction in force necessitated by significant funding cuts to the organization).
- *Slomcenski v. Citibank, N.A.*, 432 F.3d 1271 (11th Cir. 2005) (upholding under ERISA challenge a disability plan's termination of benefits based on mental/nervous limitations that the court found appropriately added to the plan by the employer through compliant plan amendment procedures).
- Handles all facets of employer defense of individual and class action EEO litigation in federal and state court, including claims of race, sex, pregnancy, age, national origin, and disability discrimination; the investigation and defense of sexual harassment claims; and the defense of unlawful retaliation claims based on the filing of an equal employment complaint.
- Represents employers, health and disability plans, and fiduciaries in benefits litigation under ERISA.
- Drafts employment agreements and participates in the drafting and negotiating of employee benefit and COBRA provisions in stock and asset purchase agreements.
- Represents employers sued over employment contracts and whistleblower matters, as well as Section 1983 civil rights litigation.

- Generally advises clients on discharge decisions and other employment actions, advises on employment policies and procedures, and conducts internal investigations.

## Areas of Focus

### Practices

- Labor & Employment
- Aviation
- Discrimination
- Employee Benefits, Compensation & ERISA
- Litigation and Trials
- Wage and Hour
- Internal Investigations
- White Collar Crime & Government Investigations
- Banking, Commercial, and Consumer Finance
- Health Care
- Insurance
- Class Actions

### Industries

- Banking, Commercial, and Consumer Finance
- Health Care
- Insurance
- Securities & Investment Companies

## Insights

07.27.2022

District Court Asks Sixth Circuit to Review Two-Step FLSA Collective Certification Test

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11.10.2021

Preparing for New Federal Vaccine Mandates: What Businesses Need to Know

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09.14.2020

DOL Revises and Clarifies Temporary Rule Relating To the Families First Coronavirus Response Act

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03.30.2020

Forewarned Is Forearmed: Why Companies Need to Review Their COBRA Notices to Avoid Growing Class Action Trend

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03.21.2020

Understanding the Key Employer Requirements of the Federal Families First Coronavirus Response Act

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08.13.2019

Labor and Employment Cases Top the Class Action List in Latest Carlton Fields Survey  
*Westlaw Journal Employment*

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07.19.2019

Fifth Circuit Bars Notice of FLSA Collective Actions to Arbitration-Bound Employees

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07.08.2019

Equal Pay and Class Action Implications

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03.07.2019

EEO-1 Pay Data Collection Stay Held "Arbitrary and Capricious"

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05.08.2018

Fifth Circuit Dashes Delivery Driver's Bid to Keep Wage Hour Claims Out of Arbitration

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02.20.2018

FLSA Conditional Certification Standard Bites Plaintiffs

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12.15.2016

The Potential Impact Of a Trump Presidency on Employers (Webinar)

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11.23.2016

Injunction Placing New Overtime Rule on Hold Affects Employers in Every Industry

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11.10.2016

The Potential Impact Of a Trump Presidency on Employers

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05.18.2016

DOL Raised The Bar: Final White Collar Overtime Exemption Rule Doubles Salary Threshold

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02.09.2016

Employers May Face Significant Changes to Federal EEO-1 Reporting Requirements

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01.22.2016

Florida Appellate Court Finds Widow Could Independently Bring FCRA Discrimination Claim After Her Husband's Death

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12.15.2015

Handbook on ERISA Litigation, Fourth Edition

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10.05.2015

What Employers Must Know About Wage and Hour Law

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09.15.2015

New York Court Conditionally Certifies Class of Entry-Level Female Sales Representatives in Collective Action Under Equal Pay Act

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07.20.2015

DOL Guidance Suggests Many Independent Contractors are Misclassified and Should be Covered by The FLSA

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07.01.2015

Department of Labor Issues Long-Anticipated Rule Increasing Salary Level Test Applicable to White Collar Exemptions Under the FLSA

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05.27.2015

Single Plant Employment Discrimination Class Survives Dukes Challenge

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03.14.2015

Employment Law Update: Litigation Trends and Legislative and Enforcement Initiatives

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01.15.2015

In Florida, Recognition of Same-Sex Marriage Will Impact Employers

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04.01.2014

Handbook on ERISA Litigation (3d ed.)

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11.16.2012

NLRB Tackles Social Media Policies and a Firing Related to a Facebook Posting

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07.01.2011

Employers Take Risks When Asking for Access to Social Media Sites

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## News

08.19.2020

Carlton Fields Enhances HR Risk Management Offerings with Launch of Core Triangle Consulting

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08.13.2019

Class Action and Labor & Employment Attorneys Publish Article in Westlaw Journal of Employment and Thomson Reuters: L&E Cases Top Class-action List in Latest Carlton Fields Class Action Survey

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07.09.2018

Super Lawyers Honors 81 Carlton Fields Attorneys on 2018 Florida “Super Lawyers” and “Rising Stars”

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01.25.2018

Carlton Fields Wins Appeals Court Victory in False Claims Act Case

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01.24.2018

11th Circ. Won't Revive \$320M Fla. Hospice FCA Case

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08.15.2017

78 Carlton Fields Attorneys Named "Best Lawyers in America"

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06.23.2017

Florida Super Lawyers Ranks 92 Carlton Fields Attorneys as 2017 "Super Lawyers" and "Rising Stars"

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## Recognition

- Board Certified in Labor and Employment Law by The Florida Bar
- AV Rated by Martindale-Hubbell
- Florida Legal Elite, *Florida Trend Magazine* (2005)
- Florida Super Lawyers, *Super Lawyers Magazine* (2010–2022)
- *The Best Lawyers in America*, Employment Law – Management (2016–2024)

## Professional & Community Involvement

- American Bar Association
  - Employee Benefits Committee, Labor and Employment Section
  - Section of Litigation
- The Florida Bar
  - Labor and Employment Law Certification Committee (2012–present)
    - Chair (2015–2016)
    - Vice Chair (2014–2015)
- Federal Bar Association
- Hillsborough County Bar Association
  - Co-Chair, Labor and Employment Section
- University of West Florida Alumni Association

## Speaking Engagements

- "Preparing for New Federal Vaccine Mandates: What Businesses Need to Know," Carlton Fields (November 9, 2021)
- "Employment Law Update: Leveling the Playing Field," Carlton Fields In-House Counsel Forum, Orlando, FL (April 2019)
- "Latest Updates in Employment Law 'Operating Systems' After the First 40 Days," Carlton Fields In-House Counsel Forum, Orlando, FL (March 2017)
- "The Potential Impact of a Trump Presidency on Employers," Carlton Fields (December 2016)
- "Wage and Hour Workshop," Raymond James Stadium, Tampa, FL (October 25, 2016)
- "Easing Cyber Growing Pains: Defining and Mitigating the Threat of Data Loss at Second Stage Companies," presentation to GrowFL, Winter Park, FL (April 25, 2016)
- "Labor and Employment Law Jeopardy – New Workplace Challenges That Can Put Your Company at Risk," Carlton Fields In-House Counsel Forum, Orlando, FL (March 2016)
- "Significant Wage/Hour and NLRB Updates," General Counsel Forum, Orlando, FL (November 13, 2015)
- "Don't Let the COBRA Strike: ERISA and COBRA Issues to Be Aware of in M&A Transactions," Carlton Fields (July 21, 2015)
- "False Claims Act/Qui Tam Investigations and Retaliation," Hillsborough County Bar Association Health Care Law Section (April 2015)
- "Managing Employees in an Increasingly Litigious and Regulated Climate," Carlton Fields In-House Counsel Forum, Orlando, FL (March 2015)
- "HR Issues to Be Wary of and Steps to Mitigate Risks," CEO Forum (December 2014)
- "Catching Them Coming and Going: Understanding Laws Related to Legal Employment," NALP 2013 Annual Education Conference, Tampa, FL (April 25, 2013)
- "PEDS's, IM's and Twitters, Oh My ... Legal Issues Involving the Use of Personal Electronic Devices and Social Media in the Workplace," Emerging Legal Issues for Employment Lawyers and Corporate Counsel, Tampa, FL (March 22, 2011)
- "Attorney-Client Issues for In-House Counsel: Special Issues in the Employment Law Context," Tampa, FL (October 13, 2010)
- "ESI Discovery Update: State and Federal Law Trends," Chicago, IL (August 24, 2010)
- "ESI Discovery Update: State and Federal Law Trends," Dallas, TX (March 23, 2010)

## Credentials

### Education

- University of Florida College of Law (J.D., with honors, 1989)

### Court Admissions

- U.S. Court of Appeals, Eleventh Circuit
- U.S. District Court, Middle District of Florida



- University of West Florida (B.A., summa cum laude, 1986)
- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida

## Bar Admissions

- Florida

## Industry Specialization Certifications

- Labor and Employment Law