



Principal and Office Litigation Manager, Orlando

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Practices

- Employment Litigation

Education

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

Admitted to Practice

- Florida - N.D. Fla. 2021
- Florida - S.D. Fla. 2017
- Florida - M.D. Fla. 2017
- Florida 2014

Justin McConnell is a principal and office litigation manager in the Orlando, Florida, office of Jackson Lewis P.C. Justin devotes his practice to helping management solve their most complex employment challenges. He is not only an accomplished litigator and unwavering advocate for his clients, but he is also a vital partner to his clients' long-term success.

For over a decade, Justin has stood at the forefront of workplace law, counseling and representing businesses in a wide spectrum of workplace matters. He has a proven track record of successfully defending companies of all sizes before state and federal courts, before state and federal administrative agencies, and in arbitrations. No matter the forum, Justin is relentlessly committed to achieving his clients' legal and business objectives. He has a profound understanding that every litigation involves unique and dynamic challenges, and carefully tailors his approach to meet each client's specific objectives. Justin is passionate about listening to his clients' concerns, advancing their interests at every step, and securing justice on their behalf. No matter the challenge, he is in his client's corner.

Having been previously recognized in *The Best Lawyers in America*, Justin's clients rely on him not only for his exceptional representation in difficult litigations but also for his dedication to exceptional client service. He understands that the attorney-client relationship extends far beyond the boundaries of the courtroom. He recognizes that genuine partnerships are forged through ongoing support, open communication, and transparency. Justin excels at collaborating closely with his clients to develop best practices and litigation avoidance strategies consistent with the ever-changing landscape of employment law. He works tirelessly to build a strong foundation of legal support for his clients, empowering them to thrive and grow.

A lifelong resident of Florida, Justin values the essential role that education plays in supporting positive workplaces in his local community. He is a frequent speaker to community and professional organizations regarding trending employment law matters. He also serves on the Board of Directors for the Greater Orlando Society for Human Resource Management, and currently serves as a Co-Chair of the Labor and Employment Committee of the Orange County Bar Association.

Justin has invested heavily in successfully advocating for his clients since law school. While earning his Juris Doctor degree, he was a leading member of Trial Team and the Phillip C. Jessup International Moot Court Team. Justin also earned Book Awards in Trial Team and Trial Practice and won the inaugural 1L Closing Argument Competition. He has a natural presence and confidence to effectively represent his clients even in the most contested of proceedings.

While Justin is thankful for his many professional accomplishments, he is most proud to be a husband and father and finds deep fulfillment in the time spent with his family.

Honors and Recognitions

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

Speeches

- "The Muldrow Case: The 2024 Supreme Court Decision Every Employer Needs to Know," Greater Orlando SHRM Legal Conference (Orlando, FL, November 2024)
- "Legal Panelist," HR Florida State Conference (Orlando, FL, August 2024)
- "Navigating New Rules in Business: FTC Final Non-Compete Rule, DOL Final Rules, & Beneficial Ownership Reporting Requirements," East Orlando Chamber of Commerce (Orlando, FL, June 2024)
- "Non-Competes No More? The FTC's Final Rule and Its Unprecedented Implications," Association of Corporate Counsel (ACC) and Jackson Lewis Legal Conference (Orlando, FL, May 2024)
- "Time Matters: A Wage and Hour Refresher and Legal Update," UCF College of Business HR Summit (Orlando, FL, May 2024)
- "Non-Competes & Restrictive Covenants in Florida: Protecting Your Organization," Greater Orlando SHRM Legal Conference (Orlando, FL, November 2023)