



Principal, Jacksonville

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Lori K. Mans is a principal in the Jacksonville, Florida, office of Jackson Lewis P.C. She has devoted her entire career to working with employers on labor and employment law issues. Lori represents management in state and federal court employment litigation, and also represents employers in traditional labor law matters, including collective bargaining negotiations and grievance arbitrations. Lori works closely with employers of all shapes and sizes, and in various industries, providing general advice and counseling on issues that arise during the employment relationship. Lori is a frequent presenter and enjoys conducting training on a variety of labor and employment topics.

## Practices

- Labor Relations
- Employment Litigation

## Education

- University of Florida Levin College of Law, J.D.
- University of North Florida, B.A.
- University of North Florida, B.A.

## Admitted to Practice

- Florida - S.D. Fla. 2018
- U.S. Supreme Court 2017
- U.S. Court of Appeals, Federal Circuit 2017
- Florida - N.D. Fla. 2006
- 11th Circuit Court of Appeals 2005
- Florida - M.D. Fla. 2005
- Florida 2005

## Honors and Recognitions

- *The Best Lawyers in America*®, "Litigation – Labor and Employment" (2024–present)
- *Florida Trends*, "Florida Legal Elite" (2022)

## Published Works

- "Student Athletes as Employees?" *The Florida Bar Journal* (April 2015) [Co-Author]

## Speaking Engagements

- "Employee Handbook Essentials: Crafting Policies to Avoid Legal Landmines," Medical Group Management Association (MGMA), (April 10, 2025) (co-presenter)
- "Avoid Costly Mistakes: Navigating the ADA and FMLA with Confidence," Medical Group Management Association (MGMA), (March 13, 2025) (co-presenter)
- "FLSA Fundamentals: Top 10 Compliance Challenges and How to Overcome Them," Medical Group Management Association (MGMA), (February 13, 2025) (co-presenter)
- "Employment Law Update: COVID Litigation and Remote Work," with Brown & Brown (August 2022) (speaker)
- "How to Handle Arbitrations and Win," Florida Public Employers Labor Relations Conference (February 2022) (speaker)
- "What does the OSHA ETS Mean for your Business?," Paycor (November 2021) (speaker)
- "Hiring and Firing: Best Practices," Florida Association of Counties (October 2021) (speaker)
- "Vaccine Mandates: What HR Needs to Know," Paycor (October 2021) (speaker)
- "Vaccination Policies," Paycor (February 2021) (speaker)
- "Employment Law Update," Florida Property Appraisers & Tax Collectors (January 2021, February 2020) (speaker)
- "Off Duty Conduct," Florida Public Employee Relations Association (February 2020) (speaker)
- "Medical Marijuana in the Workplace," Brown & Brown (February 2019) (speaker)
- "Holiday Ready Human Resources," HRSimple (December 2018) (speaker)
- "Workplace Violence and Mental Health," Brown & Brown (June 2018) (speaker)
- "Equal Pay in the #Metoo Era," Peoplr (September 2017) (speaker)

- “Determining Compensable Time Under the FLSA,” Paycor (July 2016) (speaker)