



Susan Potter Norton
Shareholder

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Susan Potter Norton represents public and private sector employers in a broad range of employment litigation matters including discrimination, harassment, retaliation, wage and hour, and restrictive covenants before federal and state courts. She is an experienced trial and appellate attorney who has tried numerous bench and jury trials. She is also experienced in all phases of labor law, including union avoidance, collective bargaining, arbitration, secondary boycotts, and strike management. Additionally, she has extensive experience relating to the Davis Bacon Act, the Service Contract Act, and the OFCCP. She regularly advises clients regarding employment policies, workplace issues, and training programs.

Susan is the Co-Chief Editor (Management) for the *ABA's Model Jury Instructions Employment Litigation Section of Litigation (Second Edition 2005)*, and a frequent lecturer for the ABA's Section of Litigation Professional Development webinars as well as others including the Florida Bar. Recent presentations include: *Evaluating Sexual Harassment Claims: Strategies and Best Practices* (ABA's Section of Litigation) (2018); *Nuts and Bolts of Union Formation and Elections* (Florida Bar Labor & Employment Law Section) (2018); *Strategies and Pitfalls in Litigating FLSA Cases* (ABA's Section of Litigation) (2017).

Susan is an active member of the ABA's Section of Litigation Leadership and has held the following positions: Commissioner ABA's President's Veterans Legal Services Initiative (ABA) (2016-2017); Co-Chair, Professional Development for ABA's Section of Litigation (2016 to 2019); Co-Chair, Sound Advice: ABA's Section of Litigation (2012-2016); Co-Chair, ABA's Section of Litigation Annual Meeting (2011); Co-Chair, ABA's Section of Litigation Military Pro Bono Task Force (2007-2009); Co-Chair (Miami), ABA's Section of Litigation Minority Judicial Intern Opportunity Program (2007 to date); Co-Chair, ABA's Alternative Dispute Resolution Committee Section of Litigation (2004 to 2007); Co-Chair, ABA's Labor and Employment Committee Section of Litigation (2001 – 2004).

Additionally, Susan was the first female President of the Orange

Bowl Committee and has been a member of the Executive Board of the United Way of Miami Dade since 2013, Chair of the Greater Miami Chamber of Commerce and Co-Chair of the Florida Philharmonic Orchestra. She is currently a member of the International Women's Forum.

Professional Experience

Over 40 years of practice in Labor and Employment Law
Florida Bar Board Certified in Labor and Employment Law

Publications

Co-Chief Editor (Management), *ABA's Section of Litigation Model Jury Instructions for Employment Litigation* (Second Edition 2005)

Professional Recognition and Associations

Commissioner President's Veterans Legal Services Initiative (ABA) (2016-2017)
Co-Chair Professional Development for ABA's Section of Litigation (2016 to date)
Co-Chair Sound Advice: ABA's Section of Litigation (2012-2016)
Co-Chair, ABA's Section of Litigation Annual Meeting (2011)
Participant, *Telling Your Story at Trial: Direct and Cross-Examination of Witnesses* ABA's Section of Litigation Annual Conference (2009)
Co-Chair, ABA's Section of Litigation Military Pro Bono Task Force (2007 – 2009)
Co-Chair (Miami), ABA's Section of Litigation Minority Judicial Intern Opportunity Program (2007 to date)
Co-Chair, ABA's Section of Litigation Alternative Dispute Resolution Committee (2004 to 2007)
Co-Chair, ABA's Section of Litigation Labor and Employment Committee (2001 – 2004)
Panelist, *Advanced Techniques of Direct and Cross Examination* ABA's Annual Meeting (2003)
Moderator, *Juror's Attitudes and Perceptions in a Time of Crisis; trying cases after September 11 and the Enron Collapse* ABA's Annual Meeting (2002)

Community Involvement

Executive Committee, United Way Miami Dade (2013 to 2015) (2017 continuing)
United Way Board (2013 to date)
President, of the Orange Bowl Committee (2002) (first female)
Member Executive Committee, Super Bowl Host Committees (1995 & 1999)
Co-Chair, United Way Campaign for United Way of Miami-Dade (a 23% increase, the most successful in the country) (1998)
Chair, Florida Chamber's Human Resources Council (1997 – 1999)
Chair, Dade County, Florida Philharmonic Orchestra (1996-1998)
Chair, Greater Miami Chamber of Commerce (1995-1996)
International Women's Forum (IWF) (2004 to date)

Honors and Awards

Martindale-Hubbell AV Preeminent Rated
Top Attorneys in in Florida (2012)
Top Lawyers in South Florida
Top Lawyer in Labor and Employment
Leading Florida Attorney (2000 to date)
Best Lawyer in America (2000 to date)
Florida's Top Lawyers (2001 to date)
Greater Miami Chamber of Commerce Salute to Miami Leaders (Legal/Law) (2008)
Red Cross Spectrum Awards for Women (2001)
Selected by the Secretary of Defense to attend the Defense Department's Joint Civilian Orientation (JCOC)(1999)
Recipient of the Anti-Defamation League's Americanism Award (1995)
Woman of Distinction Award from South Florida Magazine (1993)
William Colson Leadership Award (1992)

Other

Court TV Morning: Sirius Radio *Legal Dream Team*

Education

Florida State University, *cum laude* (M.B.A. and J.D, 1975)
Florida State University, (B.A. 1972)

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