



Elizabeth B. Carter

Associate

111 North Orange Avenue, Suite 1750

Orlando, FL 32801

main: +1 (407) 393-2900

direct: (407) 393-2944

fax: +1 (407) 393-2929

ecarter@littler.com



Practice Areas

Labor Management Relations

Overview

Elizabeth B. Carter maintains a national and local practice representing employers of all sizes in various aspects of traditional labor law, including:

- Union election and organizing drives under the National Labor Relations Act (NLRA)
- Collective bargaining negotiations
- Labor arbitrations and grievances
- Strike management and preparation
- Unfair labor practice charges
- Labor relations

Betsy also devotes her practice to counseling and defending employers in a broad range of labor and employment-related matters, including background checks, the Fair Credit Reporting Act (FCRA), workplace safety, the Occupational Health and Safety Act (OSHA), federal and state discrimination, harassment, and retaliation matters.

She represents a diverse group of clients across different industries, including professional sports leagues, financial institutions, telecommunications, healthcare, manufacturing, restaurants / food and beverage industry, and retail.

Prior to joining Littler, Betsy worked in the consumer reporting industry and in the technology sector, giving her insight into many legal, practical, and strategic interests at play in the workplace.

During law school, Betsy externed for the Hon. Judge Cook of the U.S. Court of Appeals for the Sixth Circuit and worked as a research assistant for Steven Steinglass, a renowned resource on the Ohio Constitution and Dean Emeritus of Cleveland State University College of Law. In addition, she served as publications editor for the *Cleveland State Law Review* and taught a weekly class as part of the Academic Excellence Program during her last year of law school.

Events & Speaking Engagements

2023 Florida Regional Employer Conference

Miami, FL

October 12, 2023

2021 Ohio Virtual Regional Employer Conference

October 14, 2021

Books & Book Chapters

, *Developing Labor Law Treatise*, Primary Chapter Editor

Recognition

- Named, Editor of the Year, Cleveland State Law Review, *Cleveland-Marshall College of Law*, 2017-2018
- Recipient, William K Gardner Award for Civil Procedure *Cleveland-Marshall College of Law*, 2016-2017
- Recipient, Tom A. King Jr. Endowed Memorial Scholarship *Cleveland-Marshall College of Law*, 2015-2016
- Recipient, Judge James C. Connell Award for Criminal Law *Cleveland-Marshall College of Law*, 2015-2016

Education

J.D., Cleveland State University College of Law, 2019, *summa cum laude*

Scottish M.A. (B.A. equivalent), University of St. Andrews, 2011

Bar Admissions

Florida

Ohio

Publications & Press

Federal Court of Appeals Allows President to Remove NLRB Member Wilcox for Now

Littler ASAP

March 31, 2025

Federal District Court Reverses Removal of NLRB Member Gwynne Wilcox

Littler ASAP

March 7, 2025

Acting NLRB General Counsel Rescinds Controversial Memoranda

External Publication

February 19, 2025

NLRB rescission of Biden-era guidance suggests ‘major policy changes’ coming for employers, workers

In the News

February 18, 2025

Acting NLRB General Counsel Rescinds Controversial Memoranda

Littler ASAP

February 14, 2025

NLRB Expands Section 7 Protections to Include Advocacy for Non-Employees and Beyond

Littler ASAP

September 8, 2023

Goodbye Quiet Quitting, Hello Loud Layoffs

In the News

January 10, 2023

Ohio’s “Stay Safe” Order Effective May 1, 2020—What it Means for Employers

Littler ASAP

May 4, 2020

Ohio's Amended Stay At Home Order, Effective April 6 – What It Means for Employers

Littler ASAP

March 23, 2020