

## Natalie Storch

Shareholder

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## Practice Areas

Wage and Hour

HR Advice and Counsel

Leave and Accommodation

Whistleblowing, Compliance and Investigations

## Overview

Natalie Storch focuses her practice on litigation, compliance, and consulting on wage and hour law under federal and state law and advising employers regarding labor and employment law matters. Her experience includes litigation and counseling clients on employee relations, wages, employee discipline and terminations. Natalie handles litigation involving the FLSA, including off the clock and tip matters, ADA, ADEA, FMLA, Title VII and whistleblower cases and represents clients in agency charges under both state and federal laws. She also advises clients on wage and hour issues, including employee classification, day-to-day personnel matters, employment policies, and compliance in matters related to employee discipline and termination. Additionally, she leads training sessions and seminars on subjects such as conducting lawful investigations and various compliance issues.

Before joining Littler in 2020, she worked for two national labor and employment firms in Pittsburgh and Orlando. She has taught business law to hospitality students as an adjunct instructor at the Orlando Culinary Institute, and worked in the elder law field, focusing on guardianship matters. During law school, Natalie mediated small claims/misdemeanor complaints; clerked for a state court trial judge; and served as an articles editor for the *University of Cincinnati Law Review*.

## Professional and Community Affiliations

- Member, Orange County Bar Association

## Events & Speaking Engagements

### Court to Courtroom: Mastering Workplace Investigations

March 27, 2025

**2024 Florida Regional Employer Conference**

Orlando, FL

November 14, 2024

**With a Little Help From My Friends – A Pragmatic Playbook for AI Adoption in HR**

ACC North Florida

November 1, 2023

**2023 Florida Regional Employer Conference**

Miami, FL

October 12, 2023

**Proceed With Caution: Florida’s Stop WOKE Act Limits Topics In Discrimination And Harassment Trainings**

May 13, 2022

**Two Years Later . . . Managing Remote Work Requests**

April 1, 2022

**Year Two of the Pandemic – Returning to the Workplace and Dealing with the Wave of Legal Claims from COVID-19**

Miami, FL

September 10, 2021

**The Activist Workplace & (Thanks)Giving Back with Littler**

ACC Central Florida

November 12, 2020

**A COVID-19 Storm is Brewing: How Employers Respond Mandates When Whistleblowers Threaten**

NEFCG

September 16, 2020

**Diversity at Work: Fortifying Your Inclusion Efforts in the Current Climate**

ACC Webinar

July 30, 2020

**Education**

J.D., University of Cincinnati College of Law, 1998, *Dean's Honors*

M.S., Florida State University, 2019

B.S., Florida State University, 1991

**Bar Admissions**

Florida

## Courts

U.S. District Court, Northern District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

## Publications & Press

### **Decking the Halls, Lighting the Candles, and Playing the Music....Workplace Wage and Hour Compliance Issues During the Holidays**

*External Publication*

May 24, 2024

### **Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year**

*Press Release*

January 2, 2024

### **Decision by Federal Court in Pennsylvania Questions Prevailing View that Judicial Approval is a Prerequisite to Settling Individual FLSA Claims**

*Littler ASAP*

July 25, 2022

### **New Administration Pushes for \$15 Minimum Wage**

*Littler ASAP*

January 28, 2021

### **Florida Passes Amendment 2, Gradually Increasing Florida's Minimum Wage to \$15 an Hour**

*Littler ASAP*

November 9, 2020