GRAYROBINSON



Susan T. Spradley

Of Counsel

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Focus

- Labor and Employment
- Litigation
- Higher Education
- Religious Organizations
- Trade Secret, Noncompete and Unfair Competition

Highly responsive management-side employment lawyer known for comprehensive preventative strategies and skillful handling of contentious issues. Resource for clients facing national and international employment issues.

A dedicated advisor and commanding litigator, Susan Spradley has been guiding and protecting employers, HR professionals, and in-house counsel throughout Florida for more than 35 years. Her expertise encompasses all aspects of management employment law, including day-to-day preventative counseling, training, litigation, and representation before state and local agencies. Susan works with private and public employers across various sectors, including healthcare, higher education, religious and nonprofit, transportation, and government, among others.

Focused on personal connection and building long-term relationships, Susan advises business clients on matters involving discrimination (e.g., gender, race, national origin, religion, age, and housing), all forms of retaliation, the Fair Labor Standard Act, the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, unemployment compensation, and wage garnishments. Susan also guides clients through internal and third-party workplace investigations, as well as agency and court proceedings.

The cornerstone of Susan's preventative approach is providing detailed and timely client communications on evolving legislative changes, regulatory issues, and other key industry developments impacting employers, including COVID-19 workplace laws. Susan appreciates that legal considerations and practical advice go hand in hand when working to avoid and defend employment claims. Her practice includes drafting, negotiating, and litigating employment-related agreements, including restrictive covenants (noncompetition, nondisclosure, and nonsolicitation), advising on workplace best practices, preparing policy manuals and handbooks, and conducting management training.

Complex employment law matters often intersect with adjacent practice areas and require industry specificity. When such occasions arise, Susan collaborates regularly with GrayRobinson professionals in

the alcohol beverage, healthcare, corporate, tax, and real estate practices and is often called upon to assist with due diligence and disclosure schedules related to corporate mergers and acquisitions.

Susan joined GrayRobinson in 1989 and served as shareholder from 1995 to 2024. She chaired the GrayRobinson Labor and Employment Practice from 2007 through December 2021 and served as Managing Shareholder of the firm's Orlando office from January 2022 through August 2024.

Recognition

- *Best Lawyers in America*, 2009-2027
  - Employment Law - Management
    - Lawyer of the Year, 2025
  - Labor Law - Management
    - Lawyer of the Year, 2023
- *Chambers USA*, Labor and Employment, 2017-2024
- Employment Law Alliance (ELA), Sheldon N. Sandler Award, 2023
- Florida *Super Lawyers*, selected for inclusion, 2022-2023, 2025-2026
- *Lawdragon* 500 Leading U.S. Corporate Employment Lawyers, 2020-2026
- *Lexology Index*, Thought Leaders USA, 2027
- *Orlando Magazine*, Best Lawyers, 2009-2026
- Who's Who Legal: Labour, Employment and Benefits, 2016-2022

Insights

- "Unlock the Secrets of the Next Gen to Build a Strong Sustainable Future," 2022 Employment Law Alliance (ELA) Global Membership Conference, May 21, 2022
- GrayRobinson's 24th Annual Employment Law Seminar, May 5, 2022
- Orlando Business Executive Network (B.E.N.) Event, July 28, 2021
- GrayRobinson's 23rd Annual Employment Law Seminar, April 1, 2021
- "The New North American Free Trade Agreement: Significant Changes for American and Canadian Companies Doing Business in Mexico," Employment Law Alliance webinar, September 9, 2020
- "A Challenging (But Necessary) Row to Hoe: Addressing Wage and Hour Compliance for Agriculture Operations," Agricultural Labor Relations Forum, September 11-13, 2019
- GrayRobinson 22nd Annual Employment Law Seminar, Orlando, April 4, 2019
- Co-presenter, "Update on DOL, EEOC, OSHA, NLRB and the Tax Implications of Settlements," GrayRobinson 21st Annual Employment Law Seminar, Orlando, April 5, 2018
- "Walking the HR Tightrope - Documentation," Central Florida Chapter Association of Legal Administrators, July 26, 2017
- "Key Updates and Forecasted Changes for 2017," GrayRobinson 20th Annual Employment Law Seminar, Orlando, April 6, 2017
- "Employment Provision: Americans with Disabilities Act," Business Executives Meeting, January 25, 2017

Affiliations

- Academy of Florida Management Attorneys, 2000-2024

- American Bar Association, 1990-2025
  - Labor and Employment Law Section
- Employment Law Alliance
  - Board of Directors, 2021-2023
  - Firm Liaison, 2007-2023
- The Federal Bar Association, 2000-2024
  - Orlando Chapter, Federal Litigation Section
  - Labor and Employment Law Section
- The Florida Bar, 1989-present
  - Labor and Employment Law Section
  - City, County and Local Government Law Section
- Orange County Bar Association, 1989-2025
  - Labor and Employment Law Committee
- Society for Human Resource Management, 1998-2024

Credentials

- J.D., Florida State University College of Law, 1989, With Honors
- B.S., James Madison University, 1981
- Shippensburg University, 1978

Admissions

- Florida
- Florida State Courts
- Florida Supreme Court
- U.S. District Court for the Middle and Northern Districts of Florida
- U.S. Supreme Court