



**Brian Koji**  
Shareholder

Tampa Office  
813-251-1210  
[bkoji@anblaw.com](mailto:bkoji@anblaw.com)

For over 20 years, Brian has devoted his practice to all aspects of labor and employment law. His work includes counseling employers on such issues as labor relations, employee discipline and discharge, wage and hour, handbook and policy development, FMLA, ADA, EEO, Affirmative Action compliance, workplace privacy, First Amendment, due process, employment investigations, social media issues, and many other areas.

Brian is certified by the Florida Bar as a Specialist in Employment and Labor Law. He has defended and represented employers in state and federal courts, arbitration forums, and before administrative agencies. Brian also has extensive experience representing employers in labor relations matters, including collective bargaining negotiations, impasse resolution proceedings, unfair labor practice hearings, and grievance arbitrations.

Brian also spends a great deal of time counseling employers on litigation avoidance techniques through such activities as conducting on-site management and employee trainings, producing client webinars, developing proactive policies and procedures, handling employer investigations, and providing pre-defense reviews of anticipated or planned personnel actions.



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### Professional Experience

Partner for the Firm  
Practicing exclusively in Labor and Employment Law since 1997

### Professional Recognition and Associations

AV Preeminent rated by Martindale Hubbell  
Florida Bar Board Certified in Labor and Employment Law  
The Florida Bar Association  
American Bar Association  
Hillsborough County Bar Association  
Florida Bar Labor and Employment Law Section's Publications Committee, 2002-2003  
ABA Litigation Section's Employment and Labor Relations Committee (Member 2012-Present, Vice-Chair 2009-2012, Co-Chair 2012-Present)  
Academy of Florida Management Attorneys (Member)  
ABA Litigation Section's *Economics of Litigation* Task Force (2010-2012)

### Court Admissions

U.S. Court of Appeals for the Eleventh Circuit, 2000  
U.S. District Courts for the Middle, Southern and Northern Districts of Florida  
US Court of Federal Claims, 2007  
United States Supreme Court, 2008  
D.C. Circuit Court of Appeals, 2013  
Federal Circuit Court of Appeals, 2016

### Education

University of Central Florida , *summa cum laude*, Economics (B.S., B.A., 1994)  
Duke University School of Law (J.D., 1997); Served on Moot Court Board (1996-1997) and Member of DELPF Journal Staff (1995)

### Publications

Contributing Author, "BNA Employment at Will: A State-by-State Survey"  
Served as a Co-editor of the ABA Litigation Section's Employment and Labor Relations Law Committee Newsletter, 2005 – 2012  
Contributor, ABA Model Jury Instructions, Employment Litigation, 2<sup>nd</sup> Edition (2005)  
"Supreme Court Reviews Employer's Obligation Under the ADA To Rehire Employee Previously Dismissed for Violating Employer's Drug and Alcohol Policy," *The Checkoff*, Vol. XLII, No. 3, May 2004  
"Public Employers Are Not Obligated To Collectively Bargain Over The Decision To Subcontract," *The Agenda* (2000)