

# VIRGINIA Lawyers Weekly

## Virginia's Go To Lawyers – Employment Law: Carla D. Brown

By: Virginia Lawyers Weekly © June 2, 2021

### Carla D. Brown

Partner

Charlson Bredehoff Cohen & Brown

Reston

### Education

BA, University of Virginia

JD, George Mason University School of Law

### Best known for:

Employment and business counseling and litigation; overall purveyor and beneficiary of good luck

### Signature case or representation:

There have been quite a few cases that I would like to think are representative of our style of representation. I would hope that in our representation we are aggressive, and reasonable and thoughtful where we should be; and that we are taking some action every day to help our clients bring their matters to resolution.

### Working with clients:

I try to provide as much candor as I can about the benefits and risks of any legal strategy so clients know what to expect. Some aspects of litigation are uncertain and uncertainty creates anxiety for most people. I presume that most of the people who come to us have a pretty serious problem and/or issue and some can only process so much of what they are hearing. I know that, sometimes, and a few extra minutes to try to find a way to convey what is happening, and a little bit more of our time, means everything. When I was in the hospital for months with my older son in the PICU, my husband and I rotated listening to the disciplines round – discuss our son – in the morning and the evening, so we could figure out what we could do to help. Many doctors explained things to us. However, one told us “you think you understand, but do not” turned on her high heels and left. Some nurses came when they were scheduled to come, some did not. Some checked in just to make sure everything was done. I recognize that our clients depend on us like we depended on the doctors. I hope my approach is focused on try to get the best information our clients has and finding the best way to present to help the client

### Best career advice:

“You can’t wish your life away.” ~ Sadie Brown of Sadie Banks Brown Law Offices (and my Mother). Life, career, marriage, parenting, being a friend – this applies everywhere. Sometimes, I have to remember to stop in the moment and enjoy what we are able to do, and not wish we had more time, wish for more energy, more help for discovery objections, etc. It is often about the now and being joyful in the now. I cannot imagine anything more rewarding than having the ability and tools to help people who need us – in what is often their most difficult time. And, we are even able to make a living doing it. That does not just mean helping our clients, but also helping our



colleagues, and thinking about not just the people we work for, but also those who work with us on a day to day basis. Often, there is never a better time than right now to do what needs to be done.

**Outlook for 2021:**

I expect to see our new Virginia employment statutes tried in Virginia courts and litigated through the court systems. I look forward to seeing these cases also move quickly through the General District Court when the amounts are less. I hope to see the courts conclude that discrimination and retaliation cases under the Virginia Values Act are NOT to be decided under the Title VII framework – which is confusing, targeted to summary judgment and not logical to a jury’s work or trial – but, instead decided as other Virginia torts and other wrongful termination claims in Virginia are decided . . . AT TRIAL.

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