GRAYROBINSON



Marlene Quintana, B.C.S.

Labor and Employment Section Chair

marlene.quintana@gray-robinson.com
305.416.6977

Focus

- Mediation and Alternative Dispute Resolution
- Government
- Labor and Employment
- Trade Secret, Noncompete and Unfair Competition
- Government Affairs and Lobbying

Marlene Quintana is board-certified in Labor and Employment Law by The Florida Bar and represents private and public sector employers in both labor and employment law matters. Marlene has litigated and advised clients in federal civil rights issues (e.g., Title VII, Americans With Disabilities Act, Age Discrimination in Employment Act and Sections 1981-1985) and other federal and state employment matters such as the Family and Medical Leave Act, the Fair Labor Standards Act and the federal and state whistleblower statutes. Marlene also has experience defending clients in federal and state court cases arising under the First and Fourteenth amendments and 42 U.S.C. Section 1983.

Marlene has proven herself to be an effective mediator, having mediated more than 2000 federal and state court cases. She is a certified civil circuit mediator and certified in the U.S. District Courts for the Southern and Middle Districts of Florida.

Marlene's lobbying experience includes providing government relations counseling to a diverse group of clients that include nonprofit advocacy organizations and national corporations. Marlene has developed effective legislative strategies, built coalitions and effectively organized grassroots communications.

Not only is Marlene recognized as an extremely effective labor and employment attorney and mediator, but she has given countless hours to advancing causes important to her local community. More than a decade ago she launched the Cuban American Bar Association's (CABA) first mentoring program and later served as President of CABA in 2008. Marlene also chaired the Eleventh Judicial Nominating Commission. She served as President of Miami Bridge Youth and Family Services, an organization she has supported in varying capacities for a number of years, including serving as the chair or the organization's annual gala.

Marlene has received numerous accolades for her achievements, including Hispanic Woman of Distinction, the Cuban American Bar Association Presidential Award, named to *HispanicBusiness'* 50 *Influentials* List, the Diversity Council's Most Powerful and Influential Woman Award for Florida as well as being named a top lawyer by *Chambers USA*, *Best Lawyers in America*, *South Florida Legal Guide*, *Florida Trend* and *Super Lawyers*.

Education

- **University of Miami, B.S.**, communications (*cum laude*, 1993)
- **University of Miami School of Law, J.D.** (*cum laude*, 1996)
  - Order of the Coif
  - *InterAmerican Law Review*, Associate Editor, 1995-1996
  - Iron Arrow Honor Society
- Silver Knight Honorable Mention General Scholarship, 1990
- St. Brendan High School Valedictorian, 1990

Admissions

- Florida
- U.S. District Court for the Southern, Middle, and Northern Districts of Florida
- U.S. Court of Appeals for the 11th Circuit

Professional Associations and Memberships

- Florida Supreme Court
  - Certified Circuit Civil Mediator
- The Florida Bar
  - Board-certified in Labor and Employment Law
  - Labor and Employment Law Section, Member
    - Executive Council, 2012-2014; 2014-2016
    - Certification Committee, 2004-2010
  - Grievance Committee, Section 11-E, 2015-2018
  - Federal Court Practice Committee, 2010-2013
  - Board of Legal Specialization and Education, 2011-2017
  - Annual Convention Committee, 2009-2010
  - Board of Governors, Ex-Officio Member, 2006-2008
- Cuban American Bar Association
  - President, 2008; Vice President. 2005-2007
  - Board Member, 2003-2009; Secretary, 2004
- Latin Builders Association
- Dade County Bar Association
- Florida Association for Women Lawyers
- Academy of Florida Management Attorneys, Member
- Judicial Nominating Commission, 11th Circuit, 2008-2012
  - Chair, 2011-2012
  - Vice Chair, 2010-2011
- United States District Court, Southern District of Florida
  - Certified Mediator
  - Ad Hoc Committee on Attorney Admissions, Peer Review, and Attorney Grievance, 2009-2010
  - Ad Hoc Committee on Rules and Procedures
  - Florida's Hispanic Heritage Month Committee
- Federal Magistrate Judge Merit Selection Panel, Member, 2012

- Leadership Council on Legal Diversity, Fellow, 2013

Awards and Recognitions

- *Best Lawyers in America,* 2016-2027
  - Lawyer of the Year, Employment Law - Management, 2019, 2021, 2024, 2026
  - Employment Law - Individuals
  - Labor Law - Management, Lawyer of the Year, 2027
  - Litigation - Labor and Employment
- *Chambers USA*, Labor and Employment, 2015-2026
- Cuban American Bar Association
  - Presidential Award, 2015
  - "Power of One" Mentoring Award, 2013
- *Daily Business Review*, 2017 Top 10 Women in Law
- *Lawdragon* 500 Leading U.S. Corporate Employment Lawyers, 2020-2022, 2026-2027
- *Martindale-Hubbell,* AV® Preeminent Rated
- *Miami-Dade Bar,* 2023 Circle of Excellence Award
- *Miami Herald*
  - *Top Rated Lawyers*, South Florida's Legal Leaders, 2015
  - 20 Successful Professionals Under 40
- South Florida Business and Wealth Prestigious Women Awards, Honoree, 2021
- *South Florida Legal Guide*
  - Top Lawyers, 2013-2018, 2020-2022
  - Up and Comer, 2006-2012
- Florida *Super Lawyers*, 2007-2026
  - Top 50: Women Florida Super Lawyers, 2010 - 2011, 2023 - 2026
  - Top 100: Miami Super Lawyers: 2011, 2023 - 2026
  - Top 100 Florida Super Lawyers, 2023
- "Top Lawyer," *Aventura Magazine*, 2021
- *Florida Trend,* Legal Elite, 2007-2012, 2015, 2018-2019, 2022, 2024
- *Florida Trend*, Legal Elite NOTABLE - Women Leaders in Law, 2024
- Big Brothers Big Sisters of Miami, "Miracle Maker," 2017
- Cystic Fibrosis Foundation, Outstanding Lawyers of Miami-Dade County, 40 Under 40, 2010
- Florida Association for Women Lawyers, Leader in the Law Award, 2010
- The Florida Diversity Council, Florida's Most Powerful and Influential Woman Award, 2014
- *HispanicBusiness,* 50 Influentials List, 2014
- University of Miami School of Law Alumni Leadership Award, 2008

Civic

- Hispanic Woman of Distinction, 2010
- University of Miami School of Law
  - Board of Directors
  - Alumni Association, Director
- Miami Bridge, Board of Directors and Gala Chair

  - President, 2016-present
- Cuban American Bar Association Pro Bono Project, Member, Board of Directors
- March of Dimes Walk America, Member, Steering Committee, 2003-2005
- Amigos for Kids Host Committee, 2002-2007
- Leadership Florida, Class 28
- United Way Women's Leadership Council

Presentations and Seminars

- "Mediator Insider Insights," Presenter, National Plaintiffs' Summit: Sexual Harassment and Employment Discrimination, February 23-24, 2026
- "Navigating Today's Human Resource Accommodation Requirements," The Florida Bar Corporate Counsel Committee Meeting, October 29, 2025
- The Florida Bar 25th Labor and Employment Law Annual Update and Certification Review, January 16-17, 2025
- "Taking the Unconventional Path," Miami-Dade Florida Association for Women Lawyers' (FAWL) Seventh Annual Leadership Summit, May 20, 2022
- Co-Chair, The Florida Bar's 19th Labor and Employment Law Annual Update and Certification Review, January 17-18, 2019, Orlando, Florida
- Co-Chair, The Florida Bar's 17th Labor and Employment Law Annual Update and Certification Review, January 26-27, 2017, Kissimmee, Florida
- Co-Chair, 16th Labor and Employment Law Annual Update and Certification Review CLE Program, The Florida Bar, January 28-29, 2016
- "Preparing For and Mediating Employment Cases," Fall Conference, Florida National Employment Lawyers Association, St. Petersburg, Florida, September 4-5, 2015
- "Recent Litigation Trends Under the FLSA", Advanced Labor Topics 2015, The Florida Bar Labor and Employment Section, Sarasota, Florida, May 29-30, 2015
- "Ethics: Pro Bono," 2015 Bench and Bar Conference, February 20, 2015
- "Recent Litigation Trends in Regular Rate of Pay, Bonuses, Commissions and Overtime, and the Latest Claims Arising from the Fair Minimum Wage Act and Tipped Employees Under the FLSA," American Conference Institute, January 29– 30, 2015
- Panel Speaker, "Effective Client Communications," Mediation Panel, University of Miami School of Law, September 25, 2014
- "The Art and Science of Leadership," Florida Diversity and Leadership Conference, Orlando, Florida, April 3, 2014
- Moderator, "The Mediator's Toolbox," The Florida Bar Continuing Legal Education and Labor and Employment Law Section's seminar Navigating the World of ADR, Hollywood, Florida, March 13-14, 2014
- "Best Strategies for Handling Fair Labor Standards Act Litigation by the Plaintiff and the Defendant," Advanced Labor Topics 2012, The Florida Bar Labor and Employment Section, April 13-14, 2012
- "The Search for Qualified Candidates for the Miami-Dade Judiciary," The Judicial Nominating Commission Process, Dade County Bar Association, March 2, 2011

- "Managing Our Most Important Resource: Our Employees," Vila and Son Leaders Forum, July 10, 2009
- "Diversity", Diversity Summit, Dade County Bar Association, March 27, 2009
- *Labor Laws Are Changing, Are You Ready?*, Latin Builders Association Legislative Committee Breakfast Series, Miami, Florida, March 26, 2009
- "Keep Them Coming Back for More: How to Expand Established Client Relationships," Hispanic National Bar Association Midyear Conference, Miami, Florida, March 6, 2009
- "Employment Discrimination Update," Florida Bar Labor and Employment Section, "Say It Right" seminar, Key Biscayne, Florida, September 28, 2007
- "Whistleblowers in the Local Government Setting," 30th Annual Local Government Law in Florida seminar, Bonita Springs, Florida, May 2007
- "Evaluating Discrimination and Termination Lawsuits," Minority Corporate Counsel Association conference, Chicago, Illinois, March 18, 2005
- "Ethics in Employment Law," ABA Section of Labor and Employment Law Midyear Meeting, Key Biscayne, Florida, March 10, 2005

Languages

- Fluent in Spanish