



Matthew A. Bowles

Senior Associate

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Focus

- Labor and Employment
- Litigation
- Trade Secret, Noncompete and Unfair Competition

Management-side advocate representing private and public employers throughout Florida. Known for depth of knowledge on key workforce issues and trends.

Matt Bowles provides labor and employment counsel for public and private clients throughout Florida. A detailed and insightful advocate, he brings meaningful compliance and regulatory knowledge to help his clients avoid disputes. Matt advises clients operating across a wide variety of business sectors, including construction, government, hospitality, and higher education, among others.

A prolific writer and thought leader, Matt's litigation experience encompasses legal research and writing, developing and arguing dispositive motions, conducting oral arguments, and mediations. He works closely with clients, colleagues, and co-counsel to represent employers before both state and federal courts, utilizing a strategic and thoughtful approach. He also represents clients in administrative and arbitration proceedings.

Matt is a frequent author and presenter on employment law trends and he regularly provides clients, industry associations, and other stakeholders with important insights to help them navigate employment policy and ever-changing workplace compliance. Matt teams with GrayRobinson colleagues in the government affairs and lobbying, administrative and regulatory law, and higher education practices to provide comprehensive litigation support for clients.

Insights

- "From Tips to Overtime: How the One Big Beautiful Bill Act Impacts Your Workforce," GrayRobinson Labor and Employment Webinar, September 30, 2025
- "Maintaining Immigration Compliance in an Evolving Landscape," GrayRobinson Labor and Employment Webinar, July 8, 2025
- "Beyond Words: Understanding Limitations on Employee Speech," GrayRobinson Labor and Employment Webinar, May 21, 2024
- "Controversial Speech in the Workplace: What to Do in These Turbulent Times?" Florida Public Human Resources Association (FPHRA) Annual Conference, July 23, 2023

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- "New Florida Immigration Law & I9 Discussion," Associated Builders and Contractors, FL Gulf Coast Chapter Presentation, July 11, 2023
- "The Covid- 19 Pandemic: Lessons Learned for Labor And Employment Practitioners," The Florida Bar Journal, January/February 2023
- "Post- Covid Organizing Efforts: What Are Hospitality Industry Employers to Do?" Hotel Business Review, December 11, 2022
- "Viewpoint: Top 10 Reasons Why Employees Sue Their Employers," SHRM, May 2, 2022
- "GrayRobinson Labor and Employment Insight: Governor DeSantis Signs HB 7 Into Law," April 22, 2022
- "NLRB: Student Athletes as Employees," Hillsborough County Bar Association (HCBA) Labor and Employment Luncheon, April 20, 2022
- "GrayRobinson Labor and Employment Insight: Vaccination Mandates: Employer Options for Mandating Vaccination Restricted," December 1, 2021
- "Federal and Florida COVID- 19 Laws: Understanding the Basics," GrayRobinson Virtual Webinar, November 18, 2021
- "GrayRobinson Labor and Employment Insight: HIPAA Privacy Rule Does Not Apply to All Employers," October 5, 2021
- "GrayRobinson Labor and Employment Insight: The DOL Issues New FMLA Forms," August 20, 2021
- "GrayRobinson Labor and Employment Insight: COVID STRIKES BACK: Understanding What Measures Florida Businesses May or May Not Take to Safeguard Customers and Employees," August 6, 2021
- "GrayRobinson Labor and Employment Insight: Employers Take Note: Updated Guidance Released from OSHA for Non-Healthcare Workplace," June 16, 2021
- "The Pro Act - How to Keep Unions Out of Your Workplace," ABC Florida Gulf Coast Webinar, May 26, 2021
- "GrayRobinson COVID- 19 Task Force Insight: Businesses, Governmental Entities, and Educational Institutions Beware – Comply with New COVID- 19 Documentation Restrictions or Face a Significant Fine," May 4, 2021
- "GrayRobinson Labor and Employment Insight: The Biden Administration Delays the Trump DOL's Independent Contractor Rule and Other Recent Reversals Impacting Employers," March 9, 2021
- "Construction Industry Best Practices During A Pro-Union Administration," Associated Builders and Contractors, FL Gulf Coast Chapter Webinar, January 14, 2021
- "GrayRobinson Labor and Employment Insight: Mandatory FFCRA Paid Sick Leave Not Extended in \$900 Billion COVID- 19 Relief Bill," January 7, 2021
- "Social Media and the Progressive Limitations on Public Sector Employees' First Amendment Right to Free Speech," The Florida Bar Journal, Volume 94, No. 6, November/December 2020

Recognition

- *Best Lawyers in America*, Ones to Watch, 2027
- *Florida Super Lawyers*, Rising Stars, 2026

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Affiliations

- Hillsborough County Bar Association
- Tampa Connection, Class of 2023

Credentials

- J.D., Stetson University College of Law, 2016
- B.A., University of Louisville, 2011

Admissions

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