GRAYROBINSON



Sarah P. Reiner

Shareholder

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Focus

- Labor and Employment
- Litigation
- OSHA
- Trade Secret, Noncompete and Unfair Competition
- Cannabis Industry

Management-side employment lawyer serving clients throughout Florida. Known for savvy understanding of emerging workplace issues and trends.

Sarah Reiner defends private and public employers in workplace litigation at the agency, state, and federal levels. She supports clients navigating employment law litigation involving contract and non-compete disputes, sexual harassment, discrimination, retaliation, whistleblowing, and wage and hour claims, as well as actions arising under various other employment laws such as the Americans with Disabilities Act and Family Medical Leave Act.

A thoughtful and compassionate advisor, Sarah provides day-to-day guidance and preventative counseling for clients managing workforce issues and legal hazards in a post-pandemic workplace. Her consultative services include drafting and revising workplace policies, procedures, and agreements, conducting internal investigations, evaluating and managing complex employee relations, advising on performance, separation, and severance issues, and managing agency audits. Ever mindful of emerging issues affecting the workplace, her expertise has expanded to include the evolving cannabis industry in Florida and its impact on employers. Sarah frequently teams with GrayRobinson colleagues in the cannabis industry, corporate, intellectual property, and litigation practices to provide comprehensive counsel for clients.

Sarah is a sought-after thought leader in the employment law space and frequently speaks and writes on topics of note in the workplace, including employee wellbeing, workplace communications, and expanding anti-discrimination measures. She also provides clients with workplace training sessions for employees and managers that address best practices regarding personnel interactions and policy standards. Sarah understands the importance of creating positive environments to ensure people are protected. As an extension of this ethos and as a complement to her client work, she dedicates herself to serving the children and families of Central Florida as a Guardian ad Litem and advocate for foster children.

Recognition

- *Best Lawyers in America*, Employment Law - Management, Litigation - Labor and Employment, 2025-2027
- "Star of the Bar," Orange County Bar Association, 2018

Insights

- "Employment Law Update," Florida Tax Collectors Association's 2026 Education Forum, August 31, 2026
- "Two Statutes, One Big Shift: What Florida's New Whistleblower Standard Means for Employers," Workplace Legal Briefings Webinar Series, July 15, 2026
- "Navigating Today's Human Resource Accommodation Requirements," The Florida Bar Corporate Counsel Committee Meeting, October 29, 2025
- "From Tips to Overtime: How the One Big Beautiful Bill Act Impacts Your Workforce," GrayRobinson Labor and Employment Webinar, September 30, 2025
- "Florida's CHOICE Act: Redefining the Rules on Noncompetes," GrayRobinson Labor and Employment Webinar, July 23, 2025
- "GrayRobinson Labor and Employment Insight: Florida Reshapes the Rules on Non-Competes with the CHOICE Act," June 6, 2025
- "2025 ELA Year in Review: US Labor Law," Panelist, Employment Law Alliance On-Demand Webinar, January 30, 2025
- "Non-Compete Agreement Best Practices," GrayRobinson Labor and Employment Webinar, October 21, 2024
- "The FTC Rule Banning Noncompetes: Its Impact on Employers and How to Protect Your Business," Panelist, Employment Law Alliance On-Demand Webinar, May 7, 2024
- "Hiring Persons with Disabilities," Panelist, CareerSource Pinellas 2024 Industry Roundtable, March 27, 2024
- "GrayRobinson Labor and Employment and Intellectual Property Sections: What Employers Should Know About the FTC Proposed Rule to Ban Non-Compete Clauses," GrayRobinson Insight, January 12, 2023
- "The U.S. President's Marijuana Pardons," Employment Law Alliance Employment Matters Vlog #12, October 12, 2022
- "GrayRobinson Labor and Employment Insight: Anticipating Federal Legalization of Marijuana," October 7, 2022
- GrayRobinson's 24th Annual Employment Law Seminar, May 5, 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: Federal COVID-19 Action Plan Update," September 13, 2021
- "GrayRobinson Labor and Employment Insight: OSHA Updates COVID-19 Guidance: Supports Employer Vaccination Efforts," August 18, 2021

- "GrayRobinson Labor and Employment Insight: President Issues Executive Order that Proposes FTC Limit Use of Non-compete Clause," July 15, 2021
- "Episode 261: OSHA's Emergency Temporary Standard Has Finally Been Released: What Does It Mean for US Employers?" ELA Employment Matters Podcast, June 18, 2021
- "Episode 252: What to Expect Regarding the OSHA Emergency Temporary Standard in the United States," ELA Employment Matters Podcast, May 27, 2021
- The GrayRobinson 23rd Annual Employment Law Seminar, April 1, 2021
- "GrayRobinson Labor and Employment Insight: A Summary Guide for Employers on Key Provisions within the American Rescue Plan Act of 2021," March 30, 2021
- "GrayRobinson Labor and Employment Insight: U.S. Supreme Court Stays OSHA ETS; Allows CMS to Proceed," January 13, 2021
- "GrayRobinson Labor and Employment Insight: EEOC Reinstitutes Practice of Offering Opinion Letters," December 2020
- MSPA Americas Surviving and Thriving Post-COVID Strategic Summit, November 8, 2020
- "Don't Get Spooked: 2020 Elections and the Law," Association of Corporate Counsel (ACC) Virtual Event, October 29, 2020
- "Key Workplace Issues in the Time of Covid and Beyond," Florida Insurance Trust Virtual Conference, October 16, 2020
- "GrayRobinson Labor and Employment Insight: Statute of Limitations Shortened for Filing of Civil Actions Under the Florida Civil Rights Act," July 2020
- "Reopening the Workplace: Are You and Your Employees Prepared?," GrayRobinson COVID-19 Conversations Webinar Series, June 8, 2020
- "Mental Health and Wellness in the Virtual Workplace," Employment Law Alliance Webinar, April 28, 2020
- "Families First Coronavirus Response Act and Coronavirus Aid, Relief and Economic Security (CARES)," Central Florida Development Council Webinar, April 9, 2020
- "Families First (Paid Leave) Legislation and CARES Act," National Association of Truck Stop Operators (NATSO) Webinar, April 9, 2020
- "Families First Coronavirus Response Act (FFCRA) and Coronavirus Aid, Relief and Economic Security (CARES) Act," Town of Windermere Virtual Town Hall Meeting, April 6, 2020
- "Medical Marijuana in the Workplace," Coral Springs Regional Chamber's Biz Academy (CSRCBA), March 5, 2020
- "GrayRobinson Labor and Employment Insight: Medical Marijuana on Your Mind?" November 2019
- "GrayRobinson Labor and Employment Insight: DOL Announces Final Rule Regarding Changes to FLSA Overtime Regulations," September 2019
- "GrayRobinson Labor and Employment Insight: EEOC Provides Guidance on Component 2 EEO-1 Filing Requirements via Filing System Portal," July 2019
- "GrayRobinson Labor and Employment Insight: EEO-1 Component 2 Submission Deadline Update," April 2019
- "State Law Update," The GrayRobinson 22nd Annual Employment Law Seminar, April 4, 2019
- "Sexual Harassment: Fostering a Reporting-Friendly Climate," Central Florida Chapter for the Association of Legal Administrators, February 20, 2019

- "The Professional Workplace – How Knowing and Complying with Workplace Policies and Procedures Creates a Positive Work Environment" Client Employee Training, February 2019
- "GrayRobinson Labor and Employment Insight: Today is the Deadline to Begin Using the Updated Model FCRA Forms," September 2018
- "Workplace Policies, Training and Recommendations," The GrayRobinson 21st Annual Employment Law Seminar, April 5, 2018

Media

- "Hairstyle Bias Case May Let 11th Circ. Tackle Disparate Impact," *Law360*, November 18, 2025
- "Pot dispensaries at Florida Circle K stores? Can legal recreational weed be far behind?" *Sun Sentinel*, October 30, 2022
- "Unemployment in the State of Florida," NewsRadio WFLA's AM Tampa Bay, April 2020
- "Unemployment During the COVID-19 Outbreak," NewsRadio WFLA's AM Tampa Bay, March 2020
- "Employers Delve Into the Weeds of Cannabis Law," *Area Development*, April 2019
- "More Businesses Dropping Marijuana Drug Tests," iHeartRADIO 970WFLA AM Tampa Bay, May 2018

Affiliations

- Academy of Florida Management Attorneys
- Central Florida Association for Women Lawyers
  - President, 2007-2008
  - Board of Directors, 2005-2009
- Federal Bar Association
- Florida Association of Women Lawyers
- The Florida Bar
  - Labor and Employment Law Section
- Orange County Bar Association
  - Labor and Employment Committee, Co-Chair, 2012-2013
- Employment Law Alliance
- Society for Human Resource Management

Credentials

- J.D., University of Florida, College of Law, J.D. 2001, *cum laude*
- B.A., University of Florida, 1998, *magna cum laude*
- Certificate in Special Education Advocacy, PELE Institute in Special Education Advocacy, William and Mary Law School

Admissions

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