Labor & Employment

GrayRobinson employment lawyers are active in representing employers in both public and private sector labor and employment law matters, human resource and employee relations issues.

Employment Law

Our employment lawyers have extensive employment law and litigation experience, and advise clients in all areas of agency, state and federal law, including:

- Title VII and Florida Civil Rights Act (discrimination and retaliation)
- Fair Labor Standards Act (wage and hour matters)
- Equal Pay Act
- Age Discrimination in Employment Act
- Family and Medical Leave Act
- Americans with Disabilities Act
- Worker Adjustment and Retraining and Notification Act
- Public and private sector whistleblower litigation
- Preparing, enforcing and defending restrictive covenants (noncompete, nonsolicitation, nondisclosure)
- Immigration and I-9 Compliance
- Defense of employment at will and related contractual and tort claims

Additionally, our employment attorneys offer a variety of representation and services that will help you navigate through employment related laws and regulations. GrayRobinson:

- Represents employers in reemployment assistance benefits (unemployment) claims and the appeal process before the agency and in state courts.
- Has considerable experience in both drafting and counseling clients about policies, handbooks, employment contracts, confidentiality and trade secret agreements, non-competition and non-solicitation agreements.
- Has experience in defending housing discrimination claims brought under federal and state law.
- Conducts HR audits and training for its clients.
- Advises on and conducts investigations of employee relations complaints.

GrayRobinson also advises government contractors on matters, including the Service Contract Act, Davis-Bacon Act, and the Executive Order 11246 (affirmative action programs).

The firm also defends employers against equal employment opportunity charges and claims in the investigation and litigation stages and advises clients with respect to administrative actions and claims arising pursuant to local ordinances.
GrayRobinson employment attorneys represent employers in alternative dispute resolution matters including arbitration and mediation.

**Labor Law**

GrayRobinson employment lawyers include nationally known traditional labor lawyers who have vast experience in litigating complex labor laws, including the Florida Public Employees Relations Act, the National Labor Relations Act, and the Railway Labor Act. The firm has represented Florida public sector employers at the city, county, constitutional officers, school district, community colleges, state universities, authority and special district levels. The labor practice includes:

- Advising employers in union avoidance in order to maintain a union-free workforce
- Union elections conducted by the government (NLRB or PERC)
- Collective bargaining
- Arbitration
- Unfair labor practice litigation

**Legal Networks**

GrayRobinson leverages its capabilities through membership in specially-selected law firm affiliations. One of these is the Employment Law Alliance (ELA), a select group of highly respected, broad-based law firms that are capable of servicing virtually every legal need for their corporate clients. ELA has a presence in all 50 U.S. states, the District of Columbia and more than 300 cities around the globe. ELA is ranked as one of only three law firm networks in *Chambers USA* in the "Employment: The Elite in Global-Wide" category.

**Our Promise**

We have forged our own path, creating a firm that best serves our clients and our communities. As we have grown, we have remained committed to keeping small-firm qualities, including the ability to work expeditiously on behalf of our clients and respond quickly to their needs. In addition, we have promised to work with conviction and compassion and to embrace our community as a matter of mission as well as passion.

**Recent E-lerts**

Labor & Employment E-lert: Many Employers Fail to Report COVID-19 Cases on Their OSHA 300 Logs of Work-Related Injuries and Illnesses (7/31/20)

Labor & Employment E-lert: NLRB Paves the Way for Employee Terminations Based on Profane Outbursts (7/23/20)

Labor & Employment E-lert: Statute of Limitations Shortened for Filing of Civil Actions Under the Florida Civil Rights Act (7/1/20)

Labor & Employment E-lert: Supreme Court Ruling: Federal Anti-Discrimination Laws Protect Gay and Transgender Employees (6/16/20)


Labor & Employment E-lert: Unions Want the Occupational, Safety and Health Administration to Ensure Safety of the Workplace (4/27/20)


Labor & Employment E-lert: COVID-19’s Impact on Employers: The FFCRA is NOW in Effect and Answers to Frequently Asked Questions Regarding the FFCRA (Update #4) (4/1/20)

Labor & Employment E-lert: COVID-19’s Impact on Employers: DOL’s Updated Q&A (Update #3) (3/30/20)


Labor & Employment E-lert: Medical Marijuana on Your Mind? (11/21/19)

Labor & Employment E-lert: DOL Announces Final Rule Regarding Changes to FLSA Overtime Regulations (9/24/2019)

Labor & Employment E-lert – EEOC Provides Guidance on Component 2 EEO-1 Filing Requirements via Filing System Portal (7/19/19)

Labor & Employment E-lert - EEOC Releases FY 2018 Workplace Discrimination Charges (4/16/19)
Labor & Employment E-lert - EEO-1 Component 2 Submission Deadline Update (4/11/19)

Labor & Employment E-lert - Key Proposed Rules from the Department of Labor (4/4/19)

Labor & Employment E-lert: All Public Sector Employers Are Now Subject to the Age Discrimination in Employment Act (03/13/2019)

Labor & Employment E-lert - Proposed Change to White-Collar Exemption Threshold (03/11/2019)

Labor & Employment E-lert - Florida’s Minimum Wage Set to Increase January 2019 (10/19/2018)

Labor & Employment E-lert - Today is the Deadline to Begin Using the Updated Model FCRA Forms (9/21/2018)

Labor & Employment E-lert - U.S. Supreme Court Changes View on FLSA Exemptions (4/19/2018)


Labor & Employment E-lert - Furnishing Electronic W-2 Forms Requires Consent (1/12/2018)


Multistate Outbreak of E. coli O157:H7 Infections Could Be Linked To Romaine Lettuce (1/3/2018)

Labor & Employment E-lert - DOL’s Changes to Overtime Regulations Found to be Unlawful (9/5/2017)

Labor & Employment E-lert - Eleventh Circuit Denies Rehearing on Prior Ruling that Sexual Orientation Is Not A Protected Characteristic for Purposes of Title VII (7/10/2017)


Labor & Employment E-lert - Church Affiliated Hospital Plans Exempt from ERISA (6/7/2017)

Labor & Employment E-lert - Eleventh Circuit Rules that Sexual Orientation is Not a Protected Characteristic for Purposes of Title VII (3/16/2017)

Labor & Employment E-lert -- DOL Will Appeal the Injunction Blocking New Overtime Regulations (12/2/2016)

Labor & Employment E-lert -- New DOL Overtime Regulations Blocked From Taking Effect (11/23/2016)


Labor & Employment E-lert -- House Votes to Delay Implementation of DOL Salary Requirements (9/30/2016)


Labor & Employment E-lert -- Employment Law Alliance Applauds Ruling on DOL's “Persuader Rule” (7/1/2016)

Labor & Employment E-lert -- DOL Announces Final Rule Regarding Changes to FLSA Overtime Regulations (5/19/2016)

Labor & Employment E-lert -- OSHA Finalizes Workplace Injury Reporting Rule (5/17/2016)


Labor & Employment E-lert -- Reminder About Retention Requirements for Applications and Other Personnel Documents (2/24/2016)

Labor & Employment E-lert -- DOL Issues Administrator’s Interpretation Expressing Broad View of Joint Employment Under the FLSA and MSPA (2/12/2016)

Labor & Employment E-lert -- EEOC Announces Proposal to Seek Equal Pay Information From Employers (2/2/2016)

Labor & Employment E-lert -- Compliance Check - U.S. Department of Labor Family and Medical Leave Act (FMLA) Updated Forms (9/28/2015)

Labor & Employment E-lert -- Update: Department of Labor’s Home Care Rule (9/22/2015)


Labor & Employment E-lert -- NLRB Expands Test Used to Determine Joint Employer Status (9/3/2015)


Labor & Employment E-lert -- Employer’s Termination of Employee for Use of Medical Marijuana Found to be Lawful (6/24/15)


Labor & Employment E-lert -- Well Done! EEOC Guidance on Wellness Programs (4/22/15)

Labor & Employment E-lert -- Osceola County Approves Wage Theft Ordinance (3/24/15)

Labor & Employment E-lert -- Increase of Class Action Lawsuits Regarding Procedure of Background Checks on Prospective Employees (3/6/15)

Labor & Employment E-lert -- Employee Obtains Damages Against Hospital for Failure to Extend Leave After FMLA Entitlement Expired (2/24/15)

Labor & Employment E-lert -- Properly Classifying Your Workers? (1/16/15)

Labor & Employment E-lert -- Florida Minimum Wage to Increase on January 1, 2015 (12/18/14)

Labor & Employment E-lert -- Breaking News: The NLRB is at it Again (12/12/14)

Labor & Employment E-lert -- EEOC Sues Private Employers Claiming Bias Against Transgender Workers (9/29/14)

Labor & Employment E-lert -- President Signs Executive Order Banning Sexual Orientation and Gender Identity Discrimination by Federal Contractors (7/22/14)

Labor & Employment E-lert -- USCIS Reaches FY2015 H-1B Cap During First Week for Second Year in a Row (4/17/14)

Labor & Employment E-lert -- Penalty for Violations of EEOC Employment Law Posters Doubles (4/14/14)

Labor & Employment E-lert -- National Labor Relations Board Re-Issues Election Rules (2/18/14)

Labor & Employment E-lert -- United States Court of Appeals for D.C. Circuit and Fourth Circuit Invalidate NLRB Rule (1/10/14)

Labor & Employment E-lert -- Reminder: New Laws Require Florida Employers to Timely and Adequately Respond to Claims for Reemployment Assistance (Unemployment) Benefits (12/30/13)

Labor & Employment E-lert -- Crackdown on Mis-Classification of Independent Contractors (12/6/13)

Labor & Employment E-lert - Circuit Court Vacates NLRB Notice Posting Requirement (5/13/13)
Labor & Employment E-lert -- New Form I-9 Required Effective May 7, 2013 (3/29/13)

Labor & Employment E-lert -- H-1B Visa Season Ends Early This Year (6/27/12)

Labor & Employment E-lert -- NLRB Notice Posting Delayed - Again (4/19/12)


Labor & Employment E-lert -- NLRB Posting Requirement Postponed (1/23/12)

Labor & Employment E-lert -- White House Announces Proposed Rule to Revise Companionship and Live-In Worker FLSA Regulations (12/15/11)

Labor & Employment E-lert -- Florida Minimum Wage to Rise (10/18/11)

Labor & Employment E-lert -- NLRB Posting Requirement Postponed (10/10/11)

Labor & Employment E-lert -- IRS Gives a Break to Employers on Misclassification of Workers (9/30/11)

Labor & Employment E-lert -- NLRB Issues Final Rule on Notice Posting Rule Subject to Both Union & Non-Union Workplaces (8/26/11)