

Labor & Employment

Greenspoon Marder's Labor and Employment Law Practice Group is focused on keeping our clients out of the courtroom. Our team proactively counsels our clients to help them understand, prepare for, and appropriately respond to the thousands of federal and state statutes, administrative regulations, and judicial decisions that govern the employer-employee relationship. Often a complicated area of law, Greenspoon Marder attorneys have the experience, in-depth knowledge and resources necessary to keep up with the ever-changing landscape of labor and employment issues.

Our labor and employment attorneys work with clients on pro-active compliance, liability mitigation, crisis management, and dispute resolution. We counsel our clients on the implementation of employment policies and practices that help protect against potential claims and/or violations; and, when necessary, we draw upon the extensive experience of our Litigation Practice Group to ensure the best possible outcome for our clients.

Greenspoon Marder's Labor and Employment Law Practice Group defends employers in all matters arising in state and federal courts and before local, state and federal agencies, such as: the Equal Employment Opportunity Commission (EEOC); the U.S. Department of Labor (DOL); the Florida Department of Labor and Employment Security; Occupational Safety and Health Administration (OSHA); the Florida Commission on Human Relations (FCHR); and other fair employment practice agencies.

Our team represents both public and private corporations, public bodies and partnerships in diverse fields such as retail sales, hospitality, banking, service providers, construction, the marine industry and more. Our attorneys are also approved panel counsel for several employment practices liability insurance carriers, and we work with our clients to maximize the benefits they receive from their insurance policies.

Greenspoon Marder handles a wide-range of labor and employment law matters, including but not limited to:

- Age Discrimination in Employment Act
- Americans with Disabilities Act (ADA)
- Arbitration
- Background Investigations
- Civil Rights Litigation
- Class Action
- Consolidated Omnibus Budget Reconciliation Act (COBRA)
- Compensation
- Compliance with State and Federal Regulations
- Conflicts of Interest
- Discrimination and Harassment
- Disabilities
- Diversity in the Workplace
- Drugs and Alcohol in the Workplace
- Electronic Information and Data
- Employee Discipline and Discharge Issues
- Employee Leasing
- Employee Privacy Rights
- Employment Agreements/Contracts

- Employment Manuals, Policies and Procedures, and Codes of Conduct
- ERISA
- Equal Employment Opportunity
- Executive Compensation
- Fair Labor Standards Act
- Family and Medical Leave Act (FMLA)
- Florida Civil Rights Act of 1992
- Government Contractors
- Independent Contractor Issues
- Labor-Management Relations
- Legal Audits to Evaluate Workplace Compliance
- Lesbian, Gay, Bisexual and Transgender issues that arise in the workplace
- Litigation
- Litigation Avoidance
- Live Training Programs
- Management Training Seminars
- Mediation
- National Labor Relations Board
- Negotiations
- Non-Compete Agreements
- Occupational Safety and Health Law
- Personnel Policies
- Plant Closings and Reductions in Force
- Retaliation Claims
- Severance Agreements
- Temporary Employees and Employee Leasing
- Title VII of the Civil Rights Act of 1964
- Trade Secrets
- Training for Employees and Management
- Unemployment Compensation
- Unfair Competition and Non-Compete
- WARN Compliance
- Whistleblower Claims
- Workers' Compensation
- Workplace Violence Control Plans
- Wrongful Discharge

Related Areas

- Class Action Defense
- Collections & Creditors' Rights
- Products Liability
- Regulatory Compliance & Defense
- Lobbying

News

- Client Alert: Department of Labor Substantially Increases Salary Threshold for Overtime Exemptions
- Greenspoon Marder Announces Partnership Promotions in 2024
- Greenspoon Marder Achieves Mansfield Rule 6.0 Certification
- Greenspoon Marder Partner Myrna L. Maysonet Named As 2023 Employment & Discrimination Law Trailblazer by National Law Journal
- Greenspoon Marder Joins the Human Rights Campaign's Business Coalition in Support of The Equality Act
- Greenspoon Marder Expands Labor and Employment Practice with Addition of Partner Marie L. WRIGHTEN
- Four Greenspoon Marder Attorneys Featured as "Awesome Attorneys" by Orlando Family Magazine
- FTC Proposes Rule on Non-Competition Agreements
- Greenspoon Marder Announces Partner Brian Koegle Selected to be Profiled in Los Angeles Business Journal's 2022 Leaders of Influence Special Section
- New Pay Transparency and Reporting Requirements for California Employers
- Greenspoon Marder Supports 2022 Oak Tree Classic Golf Tournament Hosted By the Santa Clarita Valley Chamber of Commerce
- Greenspoon Marder Labor & Employment Team Prevails on a Motion for Summary Judgment on Behalf of B&B Manufacturing, Co., Inc.
- Greenspoon Marder Partner Brian Koegle Named the Santa Clarita Valley "Man of the Year"
- Greenspoon Marder Partner & Chief Diversity Officer Myrna Maysonet Shortlisted for Chambers Diversity & Inclusion Awards "Diversity & Inclusion: Lawyer of the Year"
- Greenspoon Marder Expands Labor and Employment Capabilities with Addition of Three New Attorneys In Los Angeles
- Greenspoon Marder Represents Samson & Surrey in Significant Transaction
- Greenspoon Marder Recognized Among Orlando Business Journal's "Labor & Employment Law Firms" List in 2021
- Greenspoon Marder Attorneys Selected to Latino Leaders Magazine's "2021 Top Latino Lawyers"
- Greenspoon Marder Partner and Chief Diversity Officer Myrna Maysonet Featured Speaker for American Legal & Financial Network Women in Legal Leadership Webinar on Diversity and Inclusion
- Eight Greenspoon Marder Attorneys Featured In The 2021 Business Edition of Best Lawyers® "The Litigation Issue"
- Greenspoon Marder Partner and Chief Diversity Officer Myrna Maysonet Named to Latino Leaders Magazine's "100 Most Influential Latinas of 2021"
- Client Alert: Impact of the American Rescue Plan Act on Employers
- Greenspoon Marder Innovation Summit Webinar Recordings
- Day One Recap: Greenspoon Marder Innovation Summit
- Greenspoon Marder Expands Litigation And Labor & Employment Capabilities With Addition Of New Partner Michael Freimann In Denver
- Greenspoon Marder Partner Adam Kemper Recognized Among The Professional Excellence Award Honorees By The Daily Business Review
- Employer Update on the FFCRA
- Greenspoon Marder Client Alert: Families First Coronavirus Response Act
- Greenspoon Marder Promotes Six Attorneys To Partner In 2020
- Greenspoon Marder Partner And Chief Diversity Officer Myrna Maysonet Named To ALM-Daily Business Review's List Of 2019 Florida Trailblazers
- Greenspoon Marder Partner And Chief Diversity Officer Myrna Maysonet Recognized As A 2019 Veteran Of Influence
- Greenspoon Marder Partner And Chief Diversity Officer Myrna Maysonet Recognized As A 2019 Hispanic Woman Of Distinction
- Greenspoon Marder Partner Peter Siegel Featured Speaker At The Greater Hollywood Chamber Of Commerce's "Good Morning Hollywood Breakfast"

- Greenspoon Marder Partner And Chief Diversity Officer Myrna Maysonet Honored At Orlando Business Journal's "Women Who Mean Business" 2019 Award Luncheon
- Greenspoon Marder Supports The Boca West Children's Foundation's 7th Annual Golf Challenge And Gala Cocktail Party
- Greenspoon Marder Partner Myrna Maysonet Named Among National Law Journal's 2019 Labor and Employment Trailblazers
- Greenspoon Marder Partner Peter Siegel Featured Speaker at the Coral Springs Chamber of Commerce Trustee Luncheon
- Greenspoon Marder Shareholder Peter Siegel Interviewed By Bloomberg BNA
- Greenspoon Marder Shareholder Peter Siegel A Featured Guest On Legal News And Review
- Greenspoon Marder and Equality Florida Host Seminar "Transgender Employees and The Workplace: Breaking the Barriers"
- Greenspoon Marder Shareholder Peter Siegel to be a Featured Speaker at the Coral Springs Regional Chamber of Commerce's Business Academy

Videos

- Alabama's Supreme Court Ruling & Its Impact on the Future of IVF Nationwide
- Cannabis Quick Hits: Labor & Employment
- Cannabis Quick Hits: Employment Laws in the Cannabis Industry
- Mental Health in the Workplace
- Innovative and Tactical HR Strategies for Turbulent Times
- Webinar: The "Whys" and "Hows" to Wage and Hour Law in 2021
- Webinar: Employers Beware: New President, New Cabinet, New Executive Orders, New HR Headaches
- Webinar: Preparing Employers For Change in 2021: The November Election & Top Ten Implications For HR
- Webinar: Health & Labor Law Considerations for Healthcare Employers During the Pandemic
- Webinar: Social Justice in the Workplace
- Webinar: The New Virtual Workplace – Unprecedented Legal Risks in Uncertain Times and Best Strategies to Navigate Them
- Webinar: Important Legal Updates Impacting the LGBTQIA Community
- Webinar: How to Navigate Through an Actual or Suspected Case of COVID-19 in the Workplace
- Webinar: Ready to Open? Important Employment Law Concerns When You Reopen Your Business Webinar Featuring Adam Kemper
- Webinar: Cannabis in Quarantine - Burning Questions We Hear Most

Publications

- Client Alert: Department of Labor Substantially Increases Salary Threshold for Overtime Exemptions
- FTC Proposes Rule on Non-Competition Agreements
- New Pay Transparency and Reporting Requirements for California Employers
- Client Alert: Impact of the American Rescue Plan Act on Employers
- Day One Recap: Greenspoon Marder Innovation Summit
- Employer Update on the FFCRA
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Meet the Team

- Ransom D. Boynton
- Larry Corman
- Richard W. Epstein
- Kory Ann Ferro
- Krystina Garda

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- Brian Koegle
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- Kelly Magnus Purcaro
- Peter R. Siegel
- Sarah A. Slaughter
- Marie L. WRIGHTEN