Lowndes

Labor & Employment Law

Our Labor & Employment Law Group represents employers by actively counseling management and human resource professionals on a wide range of issues related to the workplace.

We also regularly represent employers in the defense of employment claims filed with the Equal Employment Opportunity Commission and equivalent state and local fair employment practices agencies and in federal and state courts.

Client Counseling

Managing a workforce presents employers with an array of challenges. Whether dealing with the ramifications of long-standing employment laws, attempting to comply with recent amendments to those laws, or navigating requirements under newer laws, employers need competent advice and guidance to make the best decisions for their employees and companies.

We pride ourselves in staying ahead of the curve with respect to the myriad employment laws and regulations that affect employers on a daily basis. Our goal is to understand our clients' businesses and the employment law issues impacting their industries and to provide advice on the best path forward.

We frequently counsel employers with respect to issues such as:

- interviewing and hiring;
- employee discipline and termination;
- information disclosure;
- wage and hour matters;
- internal investigations;
- plant closings, reductions in force;
- union avoidance;
- compliance with federal, state, and local laws and regulations;
- the impact and enforceability of restrictive covenants (non-competition agreements);
- and litigation avoidance strategies.

Key Contact

Rachel D. Gebaide

Related Professionals

Jyllian R. Bradshaw

Rachel D. Gebaide

Allison H. Gray

Melody B. Lynch

Greg McNeill

Megan Padgett

Krista Runte

Adam Sanderson

Thomas W. Tierney

Related Expertise

Business Litigation

Business Services

Litigation

The firm's labor and employment law attorneys work closely with business owners, management and human resource professionals to identify, evaluate and minimize the legal risks associated with contemplated employment decisions in advance of litigation. When litigation is necessary, we represent employers before state and federal courts through trial and any appeals.

We are conscious of the ever-growing costs of litigation, and we endeavor to resolve employment law disputes efficiently and cost-effectively through appropriate trial and settlement strategies.

Administrative Proceedings

We represent employers before the Equal Employment Opportunity Commission (EEOC); the Florida Commission on Human Relations (FCHR); other state and local fair employment practices agencies; the U.S. Department of Labor, Wage and Hour Division; the National Labor Relations Board (NLRB); and the Occupational Safety and Health Administration (OSHA).

We defend employers with respect to Charges of Discrimination brought under Title VII of the Civil Rights Act, the Florida Civil Rights Act, the Americans with Disabilities Act, and other employment laws and regulations requiring the exhaustion of administrative remedies.

We also represent employers in respect of agency investigations into compliance with the Fair Labor Standards Act, the Family and Medical Leave Act, and the National Labor Relations Act.

Non-Competition Agreements

Florida law allows employers to require their employees to sign non-competition covenants provided that the employer has a legitimate business interest justifying the restrictions and ensures that the covenants are reasonable in time, area, and line of business. We regularly assist clients with drafting non-competition agreements. We also assist employers regarding the enforceability of their existing non-competition agreements and the non-competition agreements of employees they seek to hire.

We represent companies in court when they seek to: (1) obtain injunctions that prohibit former employers from engaging in a business that is in competition with our client's business, and (2) recover damages based on the former employee's unlawful competition.

Employment Agreements, Employee Handbooks, and More

Employers often need to set forth in writing the terms and conditions of the employment relationship with their current or new employees. The terms and conditions may include the employee's job duties, compensation (including bonuses and fringe benefits), and contemplated length of employment.

In addition, employers often desire that the terms and conditions contemplate the protection of the company's confidential information and include a process by which an employee may be terminated without exposing the employer to potential liability for breach of contract. We frequently assist employers with drafting and negotiating employment agreements. As with non-competition agreements (discussed above), we also enforce employment agreements when employees have breached them and defend employers against claims for wrongful termination in violation of the agreements.

Additionally, we are experienced in the review, preparation, and administration of employee handbooks, personnel policies, drug and alcohol testing programs, arbitration agreements, and separation agreements.

We also counsel employers regarding the implementation of reductions-in-force, and we work with companies on employment issues arising out of the sale or acquisition of a business.

News

Lowndes Named to 2027 “Best Law Firms” List by *Best Lawyers*
11.05.2026 | AWARDS & RECOGNITION

Best Lawyers Recognizes 67 Lowndes Attorneys in 2027
08.20.2026 | AWARDS & RECOGNITION

25 Lowndes Attorneys Named to *Orlando Family Magazine*’s “Awesome Attorneys 2026”
02.13.2026 | AWARDS & RECOGNITION

Lowndes Named to 2026 “Best Law Firms” by *Best Lawyers*
11.06.2025 | AWARDS & RECOGNITION

Lowndes Welcomes Adam Sanderson as Senior Associate in Labor and Employment Practice
08.28.2025 | PRESS RELEASE

Best Lawyers Recognizes 68 Lowndes Attorneys in 2026
08.21.2025 | AWARDS & RECOGNITION

17 Lowndes Attorneys Named to *Orlando Family Magazine*’s “Awesome Attorneys 2025”
02.13.2025 | AWARDS & RECOGNITION

Lowndes Named to 2025 “Best Law Firms” by *Best Lawyers*
11.07.2024 | AWARDS & RECOGNITION

Rachel Gebaide Named Among *Florida Trend*'s NOTABLE Labor & Employment Lawyers
09.04.2024 | AWARDS & RECOGNITION

Three Lowndes Attorneys Recognized Among *Florida Trend*'s Legal Elite Notable Women Leaders in Law
12.02.2023 | AWARDS & RECOGNITION

Best Lawyers Recognizes 49 Lowndes Attorneys in 2024, Three Named Lawyer of the Year
08.17.2023 | AWARDS & RECOGNITION

13 Lowndes Attorneys Named 2023 Florida Super Lawyers and Rising Stars
06.26.2023 | AWARDS & RECOGNITION

Lowndes Welcomes Of Counsel Jyllian Bradshaw to Labor & Employment Law Group
02.06.2023 | PRESS RELEASE

12 Lowndes Attorneys Named to *Orlando Family Magazine*’s “Awesome Attorneys 2021”
02.11.2021 | AWARDS & RECOGNITION

Forty-Three Lowndes Lawyers Earn Recognition in Best Lawyers in America 2020
08.15.2019 | AWARDS & RECOGNITION

Events

HR Seminar Series: 2026 Annual Legal Update
08.04.2026 | PRESENTATION

Employment Insights Breakfast Seminar
09.25.2025 | PRESENTATION

Navigating President Trump's Executive Orders on Affirmative Action and DEI
02.06.2025 | EVENTS

Leading Generation Z
10.03.2024 | PRESENTATION

Politics at Work: Employer Strategies for Election Season
09.18.2024 | EVENTS

Florida Restaurant and Lodging Association Central Florida US Department of Labor Member Event
07.16.2024 | EVENTS

No Such Thing as a Free Gift: Helping Employers Lawfully Navigate the Gift-Giving Season
11.29.2023 | WEBINAR

Laws & Best Practices Affecting the Employment Life-Cycle
06.30.2023 | EVENTS

OSHA ETS – Vaccine/Testing Mandate for Large Employers: Is Your Company Ready?
11.17.2021 | WEBINAR

Navigating the COVID-19 Crisis: COVID-19 Vaccines: Your Playbook for HR Compliance in the Workplace
04.21.2021 | WEBINAR

Navigating the COVID-19 Crisis: Mitigating Employment Risks of Reopening
04.30.2020 | WEBINAR

Navigating the COVID-19 Crisis: Paid Leave in the Age of Coronavirus
04.23.2020 | WEBINAR

Publications

EEOC Shortens the Shot Clock: Florida Employers May Now Have Just 15 Days to Respond to Charges of Discrimination
11.05.2026 | ARTICLE

Straight to Court: Eleventh Circuit Ends Mandatory ERISA Exhaustion Requirement for Fiduciary-Breach and Other Statutory Claims – What Florida Plan Sponsors Need to Know
10.29.2026 | ARTICLE

AI Policies and the Pirate's Code: When Rules Become a Liability
10.20.2026 | ARTICLE

Florida's Minimum Wage Reaches $15.00 on September 30, 2026
09.02.2026 | ARTICLE

EEOC Rescinds Affirmative Action Guidance for Private Employers
07.09.2026 | ARTICLE

Food Service Establishments Face New Disclosure Requirements Under Florida's New "Operations Charges" Law
04.09.2026 | ARTICLE

Before You Sign: Navigating Physician Employment Agreements
01.15.2026 | ARTICLE

Five Strategic Steps Employers Should Take in 2026 to Maximize Workforce Value
12.16.2025 | ARTICLE

On the Road Again: Why the Supreme Court's Next Arbitration Case Matters for Florida Businesses
10.29.2025 | ARTICLE

Florida's Minimum Wage Increases to $14.00/Hour at Month-End
09.05.2025 | ARTICLE

One Big Beautiful Bill Act: Major Tax & Benefit Changes Ahead for Employers in 2026
08.27.2025 | THE EMPLOYER LAWYERS BLOG

Florida Appeals Court Reinforces Employer Liability Under Dangerous Instrumentality Doctrine Despite Use Restrictions
08.13.2025 | THE EMPLOYER LAWYERS BLOG

Can Student-Athletes Be Considered Employees?
08.05.2025 | ARTICLE

Florida's Choice Act Enhances Employer Enforcement of Noncompete Agreements
06.26.2025 | THE EMPLOYER LAWYERS BLOG

U.S. Supreme Court Rejects Higher Standard of Proof for Overtime Exemptions
01.17.2025 | ARTICLE

Title IX Ruling Limits Definition of "Sex" in Education Parity, May Impact Employers
01.15.2025 | ARTICLE

Weathering an Employer's Duties During the Storm
09.25.2024 | THE EMPLOYER LAWYERS BLOG

FTC Non-Compete Ban is Banned
08.21.2024 | THE EMPLOYER LAWYERS BLOG

The FTC Non-Compete Ban Clings to Life: Prepare Now Ahead of the Deadline
08.16.2024 | THE EMPLOYER LAWYERS BLOG

FTC's Federal Ban on Non-Competes
04.24.2024 | THE EMPLOYER LAWYERS BLOG

DOL Announces Final Overtime Rule, Increases Minimum Salary for Exempt Employees
04.24.2024 | THE EMPLOYER LAWYERS BLOG

New NLRB Rule Spells McTrouble for Some Employers
11.03.2023 | THE EMPLOYER LAWYERS BLOG

Florida Senate Considers Proposal Mandating Disclosure of Employment Contracts to Employees
10.09.2023 | ARTICLE

Florida's Minimum Wage Increases to $12.00/Hour
08.28.2023 | ARTICLE

Florida Requires Employers to Use E-Verify Beginning July 1, 2023
06.30.2023 | THE EMPLOYER LAWYERS BLOG

Employer's Guide to Expanded Protections for Pregnant and Nursing Workers
06.29.2023 | THE EMPLOYER LAWYERS BLOG

NLRB Has "No Chill" When it Comes to Non-Competes
06.01.2023 | ARTICLE

NLRB Holds Confidentiality and Non-Disparagement Provisions Unlawful in Severance Agreements: What Employers Need to Know
03.27.2023 | THE EMPLOYER LAWYERS BLOG

$200,000 Plus Overtime??? When a Highly Compensated Employee Remains Non-Exempt
02.27.2023 | THE EMPLOYER LAWYERS BLOG

The Employer's Holiday Handbook: Avoiding Workplace Troubles This Season
12.13.2022 | THE EMPLOYER LAWYERS BLOG

Florida's Minimum Wage Increases to $11.00 Per Hour at Month-End
09.12.2022 | THE EMPLOYER LAWYERS BLOG

Using Your Salespeople to Recruit Staff
04.04.2022 | GRAY AREA OF THE LAW BLOG

OSHA Throws in Towel on Emergency
01.27.2022 | ARTICLE

CMS Vaccine Rule Stands: Providers Caught Between Federal Mandate and Florida Restrictions
01.18.2022 | ARTICLE

Can Employers Require COVID-19 Vaccinations?
01.12.2021 | ARTICLE

When the Home Place Becomes the Workplace: Legal Considerations for Employers
04.21.2020 | ARTICLE

Are Employment Agreements Still Valid During a Pandemic?
03.27.2020 | ARTICLE

Changing Restaurant Staff to Drivers? Adapting to COVID-19 Restrictions Requires Attention to Liability and Employment Laws
03.27.2020 | ARTICLE

U.S. Department of Labor Releases COVID-19 FMLA and Paid Sick Leave Poster and Guidance
03.26.2020 | ARTICLE

U.S. House Passes Coronavirus (COVID-19) Paid FMLA Law and Emergency Paid Sick Leave Act: An Employer's Guide
03.16.2020 | ARTICLE

U.S. Department of Labor Proposed Rule: Employees Earning Less than $35,308 to be Eligible for Overtime
03.12.2019 | ARTICLE

Dodd-Frank Whistleblowers Must Report to the SEC
03.02.2018 | ARTICLE

Blog

Visit the **The Employer Lawyers blog** for the latest updates and legal insights on successfully navigating today's labor and employment law issues.