Lowndes

Rachel D. Gebaide

SHAREHOLDER

Chair, Labor & Employment Law

Orlando

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Rachel D. Gebaide is a member of the firm's Executive Committee and chair of the Labor and Employment Law Group. She is an experienced employment litigator and adviser, counseling companies in the management of their human resources issues.

Rachel regularly represents employers in federal and state courts and before administrative agencies in defending against claims involving allegations of employment discrimination, retaliation and violations of the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Uniformed Services Employment and Reemployment Rights Act (USERRA), and other employment laws. She also defends discrimination claims arising under the Fair Housing Act.

In addition to her litigation practice, Rachel drafts and reviews employee handbooks, employment agreements, non-competition agreements, separation agreements, and other personnel documents. She regularly advises clients regarding workplace issues and compliance with the FMLA, FLSA, OSHA, WARN Act, and other employment laws. Rachel also has extensive experience in conducting independent investigations.

A frequent speaker, Rachel often writes articles on developing issues in labor and employment law for client-focused publications, legal industry news outlets, and the firm's employment law blog.

Rachel is a member of the Labor and Employment Law Sections of the American Bar Association and the Federal Bar Association. She is also a member of the Orange County Bar Association, having served as Chair of the Labor and Employment Law Committee. Rachel Co-Chair of the Litigation and Employment Law Group of Meritas, a global alliance of independent law firms.

Outside of the office, Rachel enjoys spending time with family, reading, listening to live music, and cheering for the Florida Gators.

Practices & Industries

Labor & Employment Law

Hospitality & Leisure

Senior Housing

Healthcare

Admissions

Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

U.S. District Court, Southern District of Florida

Education

- George Washington University Law School, J.D., 1998
- University of Florida, B.A., 1994; Political Science

Recognitions

- Awesome Attorneys, *Orlando Family Magazine*, 2026
- *The Best Lawyers in America* guide, Employment Law – Management 2025-2027; Litigation - Labor and Employment, 2027
- Notable Women Leaders in Law, *Florida Trend*'s Legal Elite, 2023
- Florida *Super Lawyers*, 2017-2019
- Martindale-Hubbell AV Preeminent Peer Review Rated

Community Activities

- Society for Human Resources Management
- Congregation Ohev Shalom, President, 2020-2022
- TOP Jewish Foundation, Board of Trustees, 2007-2020
- BBYO, Board of Directors, 2006-2018
- Jewish Family Services, Board of Directors, 2009-2018
- A Gift for Teaching, 1999-2004
- Leadership Orlando, Class 70

Professional Certifications & Memberships

- The Florida Bar
- American Bar Association
- Federal Bar Association
- Orange County Bar Association
- Meritas, Litigation and Employment Law Practice Group, Co-Chair

News

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

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

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

Best Lawyers Recognizes 59 Lowndes Attorneys in 2025, One Named Lawyer of the Year
08.15.2024 | AWARDS & RECOGNITION

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

14 Lowndes Attorneys Named to *Orlando Family Magazine*'s "Awesome Attorneys 2022"
02.15.2022 | AWARDS & RECOGNITION

Lowndes Advises Foundry Commercial on Acquisition of Maxis Advisors
02.03.2022 | PRESS RELEASE

Rachel Gebaide Talks to Spectrum News 13 about OSHA Vaccine Mandate Deadline
11.05.2021 | MEDIA MENTION

Rachel Gebaide Discusses Employer-Mandated Vaccinations with WESH 2 News
08.02.2021 | MEDIA MENTION

Rachel Gebaide Talks to *Orlando Sentinel* about Employers Requiring COVID-19 Vaccines
07.26.2021 | MEDIA MENTION

12 Lowndes Attorneys Named to *Orlando Family Magazine*'s "Awesome Attorneys 2021"
02.11.2021 | AWARDS & RECOGNITION

Rachel Gebaide Talks to the *Orlando Business Journal* about Employee Vaccinations
02.01.2021 | MEDIA MENTION

29 Lowndes Attorneys Named 2019 Florida Super Lawyers and Rising Stars
05.29.2019 | AWARDS & RECOGNITION

Lowndes, Drosdick, Doster, Kantor & Reed Attorneys Rated 2018 Super Lawyers and Rising Stars
06.18.2018 | AWARDS & RECOGNITION

Lowndes, Drosdick, Doster, Kantor & Reed Attorneys Rated 2017 Super Lawyers and Rising Stars
06.01.2017 | AWARDS & RECOGNITION

Speaking Engagements

Employment Insights Breakfast Seminar
09.25.2025 | PRESENTATION

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

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

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

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

Financial Relief Amid the Covid-19 Pandemic
04.23.2020 | WEBINAR

Financial Relief Webinar
04.23.2020 | EVENTS

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

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

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

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'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

FTC Seeks Ban on Non-Competes
01.13.2023 | 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

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

OSHA ETS "Vaccinate or Test" Rule for Large Employers Back in Effect
12.20.2021 | ARTICLE

Employers in Limbo—OSHA Suspends Vaccination Rule After Fifth Circuit Ruling as Florida Limits Mandates
11.19.2021 | ARTICLE

Federal 'Vaccinate or Test' Mandate Stayed Pending Legal Challenge
11.10.2021 | ARTICLE

Private Employer Vaccine or Testing Requirement Released by OSHA
11.04.2021 | ARTICLE

COVID-19 Vaccinations: Updated EEOC Guidance for Employers
01.12.2021 | ARTICLE

Can Employers Require COVID-19 Vaccinations?
01.12.2021 | ARTICLE

Florida's Minimum Wage to Rise in January
11.18.2020 | LOWNDES LEGAL TALK

EEOC Issues Updated COVID-19 Employment Guidance
06.12.2020 | ARTICLE

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

EEOC Suspends Issuance of Right-to-Sue Letters
04.09.2020 | ARTICLE

DOL Issues Regulation on Small Business Exemption from COVID-19 Emergency Paid Sick Leave and FMLA Leave
04.02.2020 | ARTICLE

U.S. Department of Labor Issues Additional Guidance on COVID-19 Employee Leave Laws
03.31.2020 | 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

Coronavirus (COVID-19) Paid Family Leave and Paid Sick Leave Laws: What Employers Need to Know
03.19.2020 | ARTICLE

UPDATED: Coronavirus (COVID-19) Paid Family Leave and Paid Sick Leave Laws
03.18.2020 | 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