

AARON L. ZANDY

Partner / Orlando

azandy@fordharrison.com / P: 407-418-2304



Aaron is board certified as a specialist in labor and employment law by the Florida Bar. He represents employers in a broad range of employment litigation matters, including discrimination, harassment, retaliation, whistleblower, common law tort, and wage and hour claims.

As an experienced trial attorney, Aaron has successfully litigated numerous (jury and non-jury) cases on behalf of clients in federal and state courts, as well as before various administrative agencies, such as the EEOC, NLRB, and DOL. He also has extensive traditional labor law experience, including collective bargaining, union organizing campaigns, strikes, unfair labor practice cases, and labor arbitrations.

As a seasoned and credentialed human resources professional (SHRM-SCP and SPHR), Aaron is passionate about taking the time to truly understand his clients, their businesses, their industries, and most importantly, their workforces. His goal is to serve as a genuine and unique business partner, providing responsive, strategic, and common-sense legal guidance and solutions for day-to-day business decisions, proactive risk management, and litigation avoidance. As an acclaimed public speaker and trainer, Aaron provides high-engagement, high-content educational opportunities in all areas of human resources law for executives, business leaders, managers, and employees.

Aaron serves as a member of the firm's Executive Committee and serves on the firm's management and EPLI committees.

Representative Experience

- » Successfully defended national staffing company in a sex harassment and retaliation jury trial.
- » Successfully defended large restaurant chain in nationwide collective action under the FLSA.
- » Trained 5,000 managers for nationwide retail store about common-sense management techniques to avoid litigation.

EDUCATION

- » Ohio Northern University
College of Law (J.D., *with honors*, 1997)
- » St. Bonaventure University
(B.A., *cum laude*, 1994)

BAR ADMISSIONS

- » Florida

COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the Eleventh Circuit
- » U.S. District Court for the Northern District of Florida
- » U.S. District Court for the Middle District of Florida
- » U.S. District Court for the Southern District of Florida

FIRM LEADERSHIP

- » Executive Committee
- » Management Group

- » Successfully defended nationwide event management company in a medical marijuana binding labor arbitration.
- » Successfully defended federal contractor in a religious discrimination/failure to accommodate jury trial.
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request.*

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » *Chambers USA: America's Leading Lawyers for Business, Labor & Employment*
- » *Best Lawyers in America* "Lawyer of the Year" for Labor Law – Management, Orlando (2025)
- » *Best Lawyers in America* - Employment Law - Management, Labor Law - Management, and Litigation - Labor and Employment (2007- 2026)
- » "Florida's Legal Elite" *Florida Trend*
- » "Orlando's Best Lawyers" *Orlando Magazine*
- » "Best of the Bar" *Orlando Business Journal*
- » "Best Lawyer" *Florida Monthly*
- » "Florida Super Lawyers" *Super Lawyers*

Memberships

- » American Bar Association
- » Florida Bar Association
- » Orange County Bar Association
- » Society for Human Resource Management
- » Greater Orlando Society for Human Resources Management

News & Insights

- » August 28, 2024 - "Florida-Based Labor and Employment Practices Look to Hire as Demand Soars," Law360
- » June 07, 2024 - FordHarrison Named Among Top Labor and Employment Law Firms in 2024 by Chambers USA
- » August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch
- » August 11, 2023 - Orlando Attorney Aaron Zandy Named to

Business Today's "Top 10 Florida Labor & Employment Lawyers to Follow in 2023"

- » June 26, 2023 - Sixteen Florida-Based FordHarrison Attorneys Listed as 2023 Super Lawyers and Rising Stars

Offices

- » *Orlando:*
300 South Orange Avenue, Suite 1300
Orlando, Florida 32801