

## BRET C. YAW

**Partner** / Orlando

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**Bret Yaw is a Board Certified Specialist in Labor and Employment Law who devotes his practice to the representation of management in traditional labor and employment law matters.**

Bret defends employers against a variety of claims, including discrimination, harassment, and retaliation under Title VII, the Florida Civil Rights Act, the Americans with Disabilities Act, and the Family and Medical Leave Act, as well as claims brought under the Fair Labor Standards Act. Bret practices in federal and state court, and has represents employers in administrative actions with the National Labor Relations Board, the Equal Employment Opportunity Commission, the U.S. Department of Labor, the Public Employees Relations Commission, and the Florida Commission on Human Relations. Bret also assists clients through all facets of traditional labor law, including collective bargaining negotiations, unfair labor practice cases before the National Labor Relations Board, union organizing campaigns, arbitration hearings, and picketing.

Bret also counsels management on how to avoid/resolve employment disputes and litigation, provides a wide range of management training, and drafts and reviews employee handbooks, policies and procedures, and employment agreements.

Additionally, Bret serves as a Lecturer at the University of Central Florida in the College of Business, instructing graduate-level students in Employment and Business Law, as well as Conflict Resolution and Negotiation.

## Representative Experience

- » Defended one of the nation's largest employers in discipline/discharge and contract interpretation arbitrations.
- » Served as lead negotiator for healthcare facilities in collective bargaining.
- » Defeated unit clarification petition, as confirmed by National Labor Relations Board.
- » Obtained summary judgment in Family and Medical Leave

## EDUCATION

- » University of Florida College of Law (J.D., *cum laude*, 2012)
- » University of Florida (B.A., *magna cum laude*, 2008 *Phi Beta Kappa*)

## BAR ADMISSIONS

- » Florida

## COURT ADMISSIONS

- » 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 Southern District of Florida
- » U.S. District Court for the Middle District of Florida

Act and Americans with Disabilities Act lawsuit, and bench trial verdict on remaining Family and Medical Leave Act interference claim, including an appeal to Eleventh Circuit Court of Appeals.

- » Obtained grant of request for review and reversal from National Labor Relations Board on unit clarification petition.
- » Served as first-chair counsel in National Labor Relations Board hearings.
- » Defended lawsuits alleging violations of the FLSA.
- » Represented various employers in litigation of claims alleging discrimination, harassment, and retaliation under federal and state statutes in federal and state courts.
- » Handled appeal of state administrative decision regarding veterans' preference for municipal utility.

## Honors & Awards

- » *Best Lawyers in America: Ones to Watch* - Labor and Employment Law - Management and Litigation - Labor and Employment (2021 - 2024)
- » "Florida Rising Stars," *Super Lawyers* magazine

## News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Discipline and Discharge of Employees
- » September 20, 2024 - "Wage and Hour Laws: Florida" Thomson Reuters Practical Law
- » August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch
- » June 26, 2023 - Sixteen Florida-Based FordHarrison Attorneys Listed as 2023 Super Lawyers and Rising Stars

## Events

- » May 05, 2025 - "Navigating Change – EEO Law Updates" UCF HR Summit
- » April 22, 2025 - "HR's Guide to Leave Laws: Simplifying ADA, FMLA & Worker's Compensation AAIM
- » February 06, 2025 - Client Seminar – "Documentation & Discharge"
- » October 22, 2024 - "Non-Profits and the Department of Labor's New Salary Basis Threshold" Edyth Bush Institute

for Philanthropy & Nonprofit

- » June 19, 2024 - AAIM – Mid-Year Legal Update

## Offices

- » *Orlando:*  
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