

BRET C. YAW

Partner / Orlando

byaw@fordharrison.com / P: 407-418-4345



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 represented 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, 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.

Representative Experience

- » Obtained summary judgment in Family and Medical Leave Act and Americans with Disabilities Act lawsuit, and bench trial verdict on remaining Family and Medical Leave Act interference claim, including on appeal to Eleventh Circuit Court of Appeals.
- » Obtained grant of request for review and reversal from National Labor Relations Board on unit clarification issue.
- » Defended one of the nation's largest employers in discharge and contract interpretation arbitrations.
- » Acted as lead negotiator for public sector employer in collective bargaining.
- » Defended lawsuits alleging violations of the FLSA.

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

- » Acted as first-chair counsel during National Labor Relations Board hearing regarding unit clarification petition.
- » Represented various employers in litigation of claims alleging discrimination, harassment, and retaliation under federal and state statutes.
- » Handled appeal of state administrative decision regarding veterans' preference for municipal utility.
- » *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request.*

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

Memberships

- » Boys and Girls Clubs of Central Florida, Joe R. Lee Branch, Board of Directors

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Discipline and Discharge of Employees
- » 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
- » July 06, 2020 - New Florida Law Shortens Time for Filing Certain Discrimination Claims
- » March 26, 2020 - "Wage and Hour Laws: Florida" Thomson Reuters Practical Law (subscription required) (2020)

Events

- » October 27, 2023 - Employment Law Update, AAIM's Wayfinder HR Summit III

Offices

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

