

RODOLFO GOMEZ

Partner / Miami

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Rudy Gomez defends employers in a broad range of labor and employment law issues.

Rudy is experienced in jury trials and appeals before State and Federal Courts, pre-trial discovery and mediations; enforcement of non-competition/confidentiality agreements; responding to EEOC Charges; conducting internal investigations and audits for employment law and wage & hour (FLSA) compliance; management training in sexual and other harassment and discrimination issues; advising clients on the legal issues related to union campaigns and representing clients in collective bargaining negotiations; and drafting employment handbooks and policies.

Rudy has also helped clients during the COVID-19 pandemic in dealing with issues related to the Families First Coronavirus Response Act, the Coronavirus Aid, Relief, and Economic Security Act, and the Paycheck Protection Program. Additionally, Rudy defends disability discrimination actions under Title III of the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the Fair Housing Act (FHA) involving architectural barriers, websites, effective communication, and service animals.

Rudy has significant experience representing health care employers including management services organizations representing physician practices and home health care. Rudy's practice also includes representation of cable television and entertainment companies providing services to Latin America.

Representative Experience

- » Obtained summary judgment on behalf of cargo services company on former employee's claims of age discrimination and Worker's Compensation retaliation, including appeal.
- » Obtained summary judgment on behalf of public sector employer on claims of race discrimination and retaliation, and violation of Whistleblower's Act.
- » Represented employers in overtime and minimum wage cases with multiple plaintiffs and class certifications

EDUCATION

- » Florida State University College of Law (J.D., 1989)
- » Florida International University (B.B.A., 1986)

BAR ADMISSIONS

- » Florida

COURT ADMISSIONS

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

LANGUAGES

- » Spanish (Bilingual)

- » Actively counseling clients in the development of legal strategies to meet their goals either to remain union-free or to compete effectively with a unionized workforce.
- » Represented employers in Title III ADA Access cases.

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » "Florida Super Lawyers," *Super Lawyers Magazine* (2023)
- » *The Best Lawyers in America*, Employment Law - Management, and Litigation - Labor and Employment
- » Top Lawyer in South Florida
- » *Best Lawyers* "Lawyer of the Year" 2015

Memberships

- » Cuban American Bar Association
- » South Miami Bar Association
- » Coral Gables Bar Association
- » Rotary Club of Coral Gables, Former Member of the Board of Directors and Committee Chair
- » Children's Miracle Network, Former Committee Co-Chair fundraising fishing tournament
- » South Florida After School All Stars, Committee Member fundraising fishing tournament

News & Insights

- » October 11, 2023 - "An Employer's Guide to EEOC Draft Harassment Guidance," Law360
- » 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

- » August 03, 2021 - "11th Annual South Florida's Premier Labor & Employment Law Conference" - Miami, FL

Offices

- » *Miami:*
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