

**Labor and Employment Law** deals with the rights of employers and employees in the workplace. This complex area of law often focuses on compliance with federal, state, and local laws and regulations.

Attorneys in this practice area typically represent either the employer or the employee. Employers rely on the expertise of labor and employment law attorneys to provide advice and structure policies for their human resources departments, to represent them in litigation involving wrongful discharge, to help them implement drug-testing procedures, to draft noncompetition agreements, and to guide them through workers’ compensation issues. Employees rely on labor and employment law attorneys to assist them in wrongful discharge claims, sexual harassment claims, occupational safety issues, discrimination claims, whistleblower claims, and issues with workers’ compensation.

Job Type	Typical Duties
<p><u>Federal Agencies</u>  <a href="#">Equal Employment Opportunity Commission (EEOC)</a>  <a href="#">Bureau of International Labor Affairs</a>  <a href="#">Bureau of Labor Statistics</a>  <a href="#">Chief Human Capital Officers Council</a>  <a href="#">Office of Compliance</a>  <a href="#">Department of Labor (DOL)</a>  <a href="#">Economic Development Administration (EDA)</a>  <a href="#">Employee Benefits Security Administration (EBSA)</a>  <a href="#">Employment and Training Administration</a>  <a href="#">Federal Labor Relations Authority</a>  <a href="#">Federal Retirement Thrift Investment Board</a>  <a href="#">National Labor Relations Board (NLRB)</a>  <a href="#">Federal Jobs</a></p>	<p>Develop regulations for government agencies regarding labor and employment.                      Enforce compliance with labor regulations.</p>
<p><u>State Agencies</u>  <a href="#">Florida Department of Economic Opportunity (Reemployment Assistance)</a>  <a href="#">Florida Agency for Persons with Disabilities</a>  <a href="#">Florida Department of Financial Services (Workers’ Compensation Division)</a>  <a href="#">State Jobs</a></p>	<p>Represent the state of Florida and its agencies against suits filed by employees who believe their rights have been violated.                      Write and enforce state regulations and policies with regards to labor and employment law.</p>
<p><u>Local Government</u>  <a href="#">City Attorney’s Office</a></p>	<p>Represent local governments in actions filed by employees who believe their rights have been violated.</p>

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<p><u>County Attorney's Office</u> <u>Mayor's Office</u> <a href="#">Florida County Websites</a> <a href="#">Florida City Websites</a></p>	<p>Write and enforce local ordinances and local government policy concerning labor and employment.</p>
<p><u>Private Law Firms</u></p>	<p>Represent workers who feel that they have been subjected to discrimination or employers in such actions. Represent clients in front of regulatory agencies.</p>

Professional Organizations

[National Employment Law Institute \(NELI\)](#)

[National Employment Lawyers Association \(NELA\)](#)

[ABA Labor Law Section](#)

[FL Bar – Labor and Employment Law Section](#)

[National Employment Law Council](#)

Other Activities

Obtain an internship with an attorney or firm practicing in labor and employment law.

Attend networking events or CLE programs held by labor law sections of FL Bar or ABA.

Periodically check the [Symblicity Job Board](#) for opportunities in this area of law.

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