

People



Paige S. Newman

Associate, Labor and Employment

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vCard

Paige Newman is an associate in the Labor and Employment Practice Group. Paige focuses her practice on matters relating to state and federal discrimination, harassment, retaliation, and wage and hour claims.

Notable Work

Non-Compete Agreement Dispute: Filed complaint for injunctive relief and damages against a client's former employee for violation of a restrictive covenant agreement after the employee worked for a direct competitor of our client. Negotiated a resolution with the employee and the new employer and entered an agreed injunction against the former employee, which prevented the former employee from competing with our client and soliciting our client's business for the entirety of the restrictive covenant period.

COVID-19 Workplace Policies: Obtained dismissal of administrative complaint filed against client with the State of Florida's Office of the Attorney General, Private Employer Vaccine Mandate Program regarding the client's vaccination policy, claiming the policy violated Fla. Stat. § 381.00317, which prohibits private employers from implementing and enforcing blanket vaccination mandates. Responded to the administrative complaint on behalf of the client, explaining that the client has a vaccination *policy*, rather than *mandate*, which allows employees to opt out of vaccination if they qualify for an exemption, and instead, employees can undergo weekly COVID-19 testing. The OAG's office dismissed the employee's complaint, finding the employer's policy did not violate Fla. Stat. § 381.00317.

Americans With Disabilities Act: Resolved multiple lawsuits filed against clients in Florida for violations of Title III of the Americans With Disabilities Act, saving our clients substantial legal fees they would have incurred in defending against the lawsuits and also counselling the clients on modifications to be made to their property to become compliant with the ADA and avoid future lawsuits.

Areas of Experience

Labor and Employment
Employment Training and Compliance
Wage and Hour

Education

J.D., Georgetown University, 2017, *Georgetown Immigration Law Journal*, Editor
B.A., University of Michigan, 2014

Admissions

Bars

Florida

Courts

U.S. District Court, Northern District of Florida
U.S. District Court, Middle District of Florida
U.S. District Court, Southern District of Florida

Related Content

[New Year, Same Analysis – The Eleventh Circuit Reiterates Proper Standard for Evaluating Employment Discrimination Claims](#)
January 23, 2024

[Paige Newman Reviews the Fifth Circuit's Title VII Decision](#)
January 08, 2024

[Fifth Circuit Inches Adverse Employment Action Marker Closer to Title VII Goalpost, But Potentially Punts to Supreme Court for the Ultimate Decision](#)
October 03, 2023

Published Work and Lectures

- [HR Defense Blog](#), Contributor
- *Employee Relations Law Journal*, Vol. 49, No. 4, Author, “U.S. Court of Appeals for the Fifth Circuit Inches Adverse Employment Action Marker Closer to Title VII Goalpost, But Potentially Punts to Supreme Court for the Ultimate Decision,” Spring 2024
- Akerman West Palm Beach Breakfast Briefing, Co-Panelist, “Managing Employees in 2023: A Whole New World,” March 29, 2023
- *Law360*, Co-Author, “ADA Ruling Guides On Post-Leave Job Fitness Tests,” April 14, 2022
- *CLM Magazine*, Co-Author, “Season Gift, How HB 7065 Will Impact Property Insurers and Policyholders Alike as the Hurricane Season Approaches,” July 12, 2019
- *Daily Business Review*, Co-Author, “Website Accessibility Landscape Continues to Lack Clarity as Businesses Await Guidance,” October 9, 2018