

People



## Debra M. Leder

Partner, Labor and Employment

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vCard

A recognized authority on workforce matters with more than 25 years of experience, Debra Leder provides employers with human resources consultation, corporate due diligence assistance, review and drafting of employment-related agreements and contracts, employee handbooks and policies.

Serving a broad client base of various sized companies, Debra navigates all facets of administrative agency investigations and audits, litigation, arbitration or other alternative dispute resolution processes, evidentiary hearings, trial and appeal, including claims relating to harassment, discrimination and retaliation (including whistleblower and workers compensation retaliation), overtime pay or other alleged unpaid wages, family and medical leave, trade secret litigation, and non-compete and other restrictive covenant disputes.

Debra was one of the first class of practitioners designated Board Certified by The Florida Bar in Labor and Employment Law. Debra continues to pioneer clients through practical yet creative and effective solutions to day-to-day workplace concerns.

### Notable Work

**Healthcare Companies:** Represented several clients with regard to employment issues particular to the healthcare field, including in the area of home healthcare, in response to recent legal and regulatory changes, as well as in defense of a variety of workplace disputes.

**Retail and Service Companies:** Represented several clients in the retail and service industry, including in defense of wage/hour claims, whistleblower and worker compensation retaliation claims, and harassment/discrimination litigation.

**Engineering Company:** Represented the client in theft of trade secrets claim against former employee.

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### Areas of Experience

Labor and Employment  
Employment Administrative Claims Defense  
Employment Litigation  
Wage and Hour  
Traditional Labor Law

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### Education

J.D., University of Miami School of Law, 1993, cum laude  
B.A., University of Delaware, 1990, cum laude

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### Admissions

#### Bars

Florida  
Pennsylvania

#### Courts

U.S. Court of Appeals, Eleventh Circuit  
U.S. District Court, Middle District of Florida  
U.S. District Court, Southern District of Florida

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### Related Content

Akerman Hosts Pre-Valentine's Day Roundtable on Navigating Gender in the Workplace  
February 05, 2025

Duties Not Dollars: Texas Court Invalidates DOL's Overtime Rule Before Anticipated January 1, 2025 Salary Level Increase  
November 18, 2024

34 Akerman Lawyers Recognized in Benchmark Litigation  
October 03, 2023

**Recruiting Company:** Represented the client in connection with non-compete / non-solicitation claims.

**Construction Company:** Represented the client with regard to Department of Labor overtime audit.

**Fast Food Franchisees:** Represented multiple clients in defense of several different overtime compensation actions.

**Multi-state Destination Resort Company:** Represented the client with regard to reductions in force.

**Floral Distributor:** Represented the client against former employee alleging violation of whistleblower act.

**Car Rental Company:** Represented the client in defense of breach of employment contract claim.

**Private Member Community:** Represented the client in defense of workers compensation retaliation action.

**Public and Private Sector Employers:** Represented the clients through jury trial in defense of several different harassment/discrimination actions.

## Affiliations

- The Florida Bar, Labor and Employment Law Section, Member
- Society for Human Resource Management (SHRM), Member
- Human Resources Association of Broward County (HRABC), Member

## Honors and Distinctions

- *Benchmark Litigation* 2020-2023, Listed in Florida as a “Labor & Employment Star”
- Board Certified in Labor and Employment Law, The Florida Bar Board of Legal Specialization and Education

## Published Work and Lectures

- [HR Defense Blog, Editor and Contributor](#)
- Akerman Seminar, Speaker, “Breaking Up is Hard to Do: Minimizing Risk in Connection with Single Employee Terminations and Reductions in Force,” February 7, 2023
- ACC South Florida’s 9th Annual CLE Conference, Speaker, “Saving the Day: A Super Hero’s Approach to Arbitration,” September 27, 2018