

People



**Eric A. Gordon**

Chair, Labor and Employment Practice Group

West Palm Beach

T: +1 561 671 3651

[eric.gordon@akerman.com](mailto:eric.gordon@akerman.com)

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Eric Gordon is the chair of Akerman’s Labor and Employment Practice Group, a national team representing employers in legal compliance, dispute prevention, and employment litigation throughout the United States. An experienced litigator, he represents Fortune 500 companies operating in the hospitality, healthcare, retail, and telecommunications sectors, with substantial experience in federal and state jury trials, class actions, arbitrations, and defending claims before administrative agencies.

In addition to his litigation experience, Eric provides clients with valuable day-to-day preventive counseling on compliance and avoiding lawsuits, offering in-house training programs on topics such as hiring/firing, sexual harassment, diversity, Family and Medical Leave Act, discrimination, and wage and hour compliance.

Eric is the creator and moderator of the Akerman HR Hospitality Roundtable, a biannual forum on employment and labor issues for human resources professionals in the hospitality sector.

**Notable Work**

**Employment Discrimination:** Represented regional healthcare provider in case arising from alleged violations of the ADA and FMLA. Employee failed to return to work following expiration of her FMLA leave prior to the birth of her daughter. Following a bench trial, the judge entered a Final Judgment in favor of the healthcare provider.

**Non-compete/Trade Secrets:** Represented a global provider of fleet and mobile asset solutions in extensive, multistate litigation regarding the client’s hiring of a high-level executive from a direct competitor to become the CEO for its North American operation. The executive was bound by an employment agreement, which contained restrictive covenants prohibiting competition and solicitation of customers, prospective customers, and employees.

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**Areas of Experience**

- Employment Litigation
- Labor and Employment
- Employment Administrative Claims Defense
- Cannabis
- Wage and Hour
- Sports and Entertainment Law

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**Education**

- J.D., St. Thomas University School of Law, 1995, *St. Thomas Law Review*, Notes and Comments Editor, 1994-1995
- B.A., University of Florida, 1991

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**Admissions**

**Bars**

- Florida

**Courts**

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

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**Related Content**

[Akerman Welcomes Back Labor and Employment Partner Christopher Lepore in Chicago](#)  
April 08, 2025

[Lawdragon Names Five Akerman Partners Leading Corporate Employment Lawyers](#)  
October 25, 2024

[Palm Beach Illustrated Names Nine Akerman Attorneys Top Lawyer](#)  
September 03, 2024

**Wage and Hour/Class Action:** Represented a national telecommunications company in defense of a potential class and collective action case based on alleged pre-shift, mid-shift and post-shift off-the-clock time worked. Potential class totaled more than 30,000 current and former employees of the company's North American operations. After winning a critical pre-class certification motion, the class was never certified and the case settled for nuisance value.

**Breach of Contract and Related Claims:** Represented mental healthcare facility in case brought by former executive and partial owner who was seeking to reclaim majority ownership and various other relief. Following many years of adversarial litigation, the case was tried before a judge who granted involuntary dismissal in favor of the mental healthcare facility.

**Quasi-Public State Agency:** Represented a quasi-public state agency at trial in case filed on the basis of age and sex discrimination and retaliation.

**National Health Club:** Represented a national health club company in case filed by the EEOC on the basis of alleged pregnancy and sex discrimination.

**National Funeral Services Company:** Represented a national funeral services and cemetery company in a case filed on the basis of alleged national origin discrimination and retaliation.

**Independent Power Producer:** Represented a leading independent power producer in a case filed on the basis of alleged age discrimination and retaliation.

**Construction Debris Hauler:** Represented a leading construction debris hauler in a case filed on the basis of alleged discrimination and retaliation under the federal FMLA.

**National Design and Manufacturing Company:** Represented a national design and manufacturing company in a claim made by a former employee on the basis of alleged violations of the ADA and the FMLA.

**Hospital:** Represented a hospital in a claim made on the basis of pregnancy discrimination and the FMLA.

**Panel Counsel:** Represent numerous insurers as panel counsel handling all claims of employment related litigation.

**National Online Marketing Company:** Represented a national online marketing company in defending a claim filed by its former assistant general counsel pursuant to Florida Whistleblower Act.

**National Restaurant Chain:** Represented a national restaurant chain in a matter involving three former, female employees at a local restaurant who made claims under the Florida Whistleblower Act as well as claims for alleged sexual harassment.

**International Hotel Chain:** Represented an international hotel chain in an arbitration filed by the former director of housekeeping at a local property based on alleged violations under the Sarbanes-Oxley Act and the Florida Whistleblower Act.

**National Retail Sales Company:** Represented a national retail sales company in drafting a company-wide non-competition and

confidentiality agreement covering 10,000 employees located throughout the United States.

**National Accounting, Finance, and Consulting Company:**

Represented a national accounting, finance, and consulting company in matter sought to enforce its non-competition agreement against a former employee.

**National Engineering Company:** Represented a national engineering company in review, analysis, and revision of company-wide independent contractor agreements.

**National Aviation Services Company:** Representation of national aviation services company in trial based on alleged violations of non-competition and non-solicitation agreement.

**Multiplaintiff FLSA:** Represented a landscaping company in a multi-plaintiff matter brought under the federal FLSA by former supervisory and non-supervisory employees seeking recovery of unpaid wages due to misclassification and off the clock work.

**FMLA Compliance:** Provide counseling to one of the world's leading producers, marketers, and distributors of fruits and vegetables on issues such as compliance with the FMLA and other employee-related issues.

**ADA, FMLA, and Worker's Compensation:** Provide training to employers on issues including discrimination and harassment in the workplace; employee privacy rights; compliance with ADA, FMLA, and worker's compensation laws; and how to legally interview, hire, discipline, and terminate employees.

**International Retailer:** Represented an international retailer in matter brought by a former employee who claimed that she was terminated by the company due to the filing of a worker's compensation claim.

**Commercial Dispute:** Represented a privately held healthcare company in a case filed by a former shareholder against the company and its current shareholders alleging contractual and other claims.

**Breach of Contract:** Represented a national medical products manufacturer in various cases filed against product lessees for breach of contract and related claims.

**Products Liability:** Represented a national automobile battery manufacturer and distributors in various cases arising from the alleged explosion of the product and resulting injuries.

## Published Work and Lectures

- [HR Defense Blog, Contributor](#)
- Akerman Labor & Employment Law Summit, Moderator, "In-House Counsel Panel," May 2, 2024
- *Bloomberg Law News*, Quoted, "TikTok Layoff Videos Pose Quandary for Bosses on How to Respond," April 26, 2024
- Palm Beach County SHRM Dinner Meeting, Speaker, "Point-Counterpoint: Legal Pro's Face Off on Current HR Issues," October 17, 2023
- Akerman Labor & Employment Law Summit, Moderator, "In-House Counsel Panel," May 4, 2023

- *HR Magazine*, Quoted, “The Evolution of HR and Safety,” June 2, 2023
- PBC SHRM 2022 Annual Conference, Panelist, “Hot Topics and Ethical Issues in the Employment Law Arena,” May 26, 2022
- Akerman Labor & Employment Law Summit, Moderator, “In-House Counsel Panel,” April 20, 2022
- PBC SHRM Dinner Meeting, Speaker, “Vaccine Mandates in the Workplace,” October 19, 2021
- PBC SHRM Annual Conference, Speaker, “Legislative Update and Hot Topics in Employment Law,” May 13, 2021
- Akerman Labor & Employment Law Virtual Summit, Moderator, “In-House Counsel Panel,” April 22, 2021
- PBC SHRM, Speaker, “Hot Topics for 2021: Biden Administration Changes and COVID-19 Vaccination,” January 26, 2021
- HRPBC Dinner Event, Speaker, “Hot Topics In Employment Law,” October 15, 2019
- HRPBC Workshop, Speaker, “Workplace Harassment and Legalized Marijuana - Today’s New Normal,” November 20, 2018
- HRPBC Conference & Expo, Speaker, “Times Up on Pay Inequality: Closing the Wage Gap in Corporate America,” May 17, 2018
- First Annual Labor & Employment Law Summit, Moderator, “In-House Counsel Panel,” February 1, 2017
- Kolter Hospitality, Presenter, “The Newest Salary Regulations - Are You Ready?” July 28, 2016
- *South Florida Business Journal*, Presenter, “Overtime: Calculating the Cost for Your Business,” July 26, 2016
- South Palm Beach County Bar Association (SPBCBA) Diversity & Inclusion Committee and the South Palm Beach County Chapter of FAWL (Florida Association of Women Lawyers Joint Event, Speaker, “Having it All: Strategies for Success,” May 25, 2016
- Akerman Seminar, Presenter, “Employment Discrimination and the New Face of Diversity in 2016,” January 2016
- Akerman Seminar, Presenter, “Hot Employment Topics Impacting the Hospitality Industry,” December 2015
- Akerman Twentieth Annual Labor & Employment Law Seminar, Presenter, “The eWorkplace: Balancing Employer & Employee Rights,” September 2015
- Florida Institute of CPAs, Presenter, “Medical Marijuana and Other Top ‘Hits’ of 2014,” December 2014
- Human Resource Association of Palm Beach County, Presenter, “Medical Marijuana and Other Top ‘Hits’ of 2014,” November 2014
- Akerman Seminar, Presenter, “The Effect of Changing Marijuana Laws on Employment Policies and Practices,” September 2014
- The Palm Beach County Bar Association’s Employment Law Committee Seminar, Presenter, “Florida Whistleblower Act, Defendant’s Perspective,” May 2014
- Akerman Nineteenth Annual Labor & Employment Law Seminar, Presenter, “Conducting Effective Workplace Investigations: Case Studies,” April 2014
- The Florida Bar Continuing Legal Education Committee and the Labor and Employment Law Section’s Navigating the World of ADR Seminar, Presenter, “Proving and Defending Against Damage Claims in Arbitration,” March 2014
- “The Business Counselor,” AM Radio 1230 WBZT Show, Special Guest, “What Small Businesses Need to Know About Labor and Employment Law,” May 2007

## Affiliations

- Academy of Florida Management Attorneys (AFMA), Member
- Human Resource Association of Palm Beach County, Membership Chair, 2004-2005; Legislative Chair, 2005-2006; Board of Directors, 2006-2013; President, 2012; Past President, 2013
- American Bar Association, Labor & Employment Law Committee, Technology in the Practice and Workplace Committee, Member
- Florida Bar Association, Labor & Employment Law Committee, Member
- Palm Beach County Bar Association, Member
- South Palm Beach County Bar Association, Labor & Employment Law Committee, Chair, 2004-Present; Board of Directors, 2008-Present; President-Elect, 2016-2017; President, 2017-2018
- Economic Council of Palm Beach County, Board of Directors, Member, 2012-2016
- Education Foundation of Palm Beach County, Board of Directors, Member, 2012-2014
- Society for Human Resource Management, Member, 2004-present
- Greater Boca Raton Chamber of Commerce, Trustee Member, 2003-2012; Leadership Boca, 2003
- Wheels for Kids, Co., Founder; Board of Directors, Past Member
- The Children's Museum of Boca Raton, Past Board Member
- Anti-Defamation League, Glass Leadership Institute, Graduate, 2007

## Honors and Distinctions

- *Super Lawyers* Magazine, 2010-2024, Listed in Florida for Employment & Labor and Business Litigation
- *Best Lawyers*, 2018-2025, Listed in Florida for Employment Law - Management, Litigation - Labor and Employment
- *Best Lawyers*, 2023, Listed as "Lawyer of the Year" for Litigation - Labor and Employment in West Palm Beach, Florida
- *Lawdragon*, 2020-2025, Listed as a "Lawdragon 500 Leading U.S. Corporate Employment Lawyer"
- *The Legal 500*, 2024, Recommended for Labor and Employment – Labor and Employment Disputes and Labor and Employment - Immigration
- *Palm Beach Illustrated Magazine*, 2022, 2024, Listed in Palm Beach County as "Top Lawyer" for Labor and Employment
- *Benchmark Litigation*, 2021-2022, Listed in Florida as a "Labor & Employment Star"
- Human Resource Association of Palm Beach County, Lifetime Achievement Award Recipient for Best in HR, 2019
- Lexology Client Choice Award, 2018, Recognized for Labor and Employment
- *South Florida Business Journal*, 2014, Recognized as a "Top Power Leader in Law"
- *South Florida CEO Magazine* 2007, Selected as an "Up and Comer"