

People

Scott T. Silverman

Partner, Labor and Employment
Traditional Labor Law

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vCard

Adept at navigating complex labor and employment matters, Scott Silverman is noted by *Chambers USA* for being “expeditious” and “excellent at providing all points of view.” His range of experience includes representation of employers in administrative proceedings, federal and state court litigation, and arbitrations.

Although he has worked on a variety of labor and employment issues throughout his career, Scott’s practice has emphasized labor-management relations, employment discrimination, non-compete/trade secret, wage and hour, and retaliation claims. Complementing his litigation practice, he advises employers on day-to-day matters, and drafts manuals and contracts for his clients.

Scott frequently lectures and publishes articles on current developments in labor and employment law. In addition to *Chambers USA*, numerous leading industry publications have ranked Scott as a top lawyer in Florida, including *The Best Lawyers in America*, *Super Lawyers Magazine*, *Florida Monthly*, and *Tampa Bay Magazine*.

Notable Work

Arizona Beverage Company: Represented the client in an age discrimination matter before the U.S. District Court for Southern District of Florida and the Eleventh Circuit Court of Appeals. *Morris v. Arizona Beverage Co.*, 2008 WL 5203697 (S.D. Fla. December 9, 2008); 126 Fed. Appx. 941 (11th Cir. 2005); Represented the client in state court litigation for alleged workers’ compensation retaliation.

Royal Shell Vacations, Inc.: Representation of client in defense of litigation for alleged overtime violations in the U.S. District Court for the Middle District of Florida.

Suncoatings, Inc.: Represented client in prosecution of non-compete, trade secret, and tortious interference case against competitor and former employee in Fort Lauderdale.

Areas of Experience

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

Education

J.D., Washington University School of Law, 1994,
Order of the Coif; *Washington University Law Quarterly*, Notes and Comments Editor, 1991-1994
B.A., Washington and Lee University, Politics, 1990

Admissions

Bars

Florida

Courts

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

Related Content

Akerman Represents Trivest Partners, L.P. in Its Sale of HighGround Restoration
March 19, 2025

Akerman Represents DMI Personal Care in Acquisition by TruArc Partners
January 28, 2025

Akerman Represents H2 Health in Partnership with Valir Outpatient Clinics
January 27, 2025

East Coast Metal Distributors LLC: Represented the client in collective bargaining agreement negotiations and grievance proceedings.

KIRA, Inc.: Represented the client in collective bargaining negotiations and grievance proceedings.

Saint Leo University: Represented the client in grievance and arbitration proceedings.

Arizona Beverage Company: Represented the client before the National Labor Relations Board in election and unfair labor practice proceedings.

G.F.C. Crane Consultants: Represented the client before the National Labor Relations Board in compliance proceedings.

Saint Leo University: Represented the client in multi-plaintiff employment discrimination and retaliation action brought in the U.S. District Court for the Middle District of Florida.

Citrus Kia: Represented the client in defense of tortious interference litigation in Hillsborough County.

Sentage Corporation: Represented the client to enforce a non-compete agreement in Polk County Circuit Court, Florida.

Lightsaber Promotions: Represented the client in a non-compete and trade secrets matter in Orange County Circuit Court, Florida.

Arizona Beverage Company: Represented the client in an overtime collective action brought in the U.S. District Court for the Middle District of Florida.

Ashton Woods Homes: Represented the client in overtime collective actions brought in the U.S. District Court for the Middle District of Florida. *Collins v. Ashton Orlando Residential, LLC*, 2009 WL 702845 (M.D. Fla. March 17, 2009); *Becwar v. Ashton Orlando Residential, LLC*, 2009 WL 755935 (M.D. Fla. March 17, 2009)

Published Work and Lectures

- Akerman Webinar, Co-Presenter, “Latest Trends in HR Laws and Regulations,” June 26, 2024
- Florida Bankers Association HR Conference, “Updates on HR Legal Issues,” May 2, 2024
- Akerman National Corporate Associate Training Program, Speaker, “Specialist View of Due Diligence - Labor & Employment,” November 14, 2023
- Akerman Tampa Breakfast Briefing, Co-Panelist, “Breakfast, Lunch, and L&E: What’s Hot in Employment Law,” May 24, 2023
- Nonprofit Leadership Center (NLC) Webinar, Speaker, “What the Individual Freedom Act Means for Your Nonprofit & Diversity Training,” September 14, 2022
- Tampa Bay LGBT Chamber and the South Tampa Chamber Breakfast n’ Learn, Speaker, “How to Navigate HB7 as an Employer,” May 13, 2022
- Akerman Twentieth Annual Labor & Employment Law Seminar, Presenter, “NLRB Continues Expansion of its Reach in the Non-Union Workplace,” September 2015
- Akerman Labor & Employment Law Seminar, Speaker, “Wage and Hour - Avoiding Misclassification of Workers,” November 2014

- Lorman Education Services, Presenter, “10 Employee Handbook Mistakes You Can’t Afford to Make,” June 2014
- Akerman Nineteenth Annual Labor & Employment Law Seminar, Presenter, “NLRB Issues in the Non-Union Workplace,” April 2014
- Lorman Education Services, Speaker, “Serious Health Conditions under the FMLA,” December 2013
- Akerman Labor & Employment Law Seminar, Presenter, “Developments in Employment Law: What Employers Need to Know,” November 2013

Affiliations

- The Florida Bar, Labor and Employment Law Section, NLRB Liaison Committee, Past Co-Chair
- The Florida Bar, Labor and Employment Section, Advanced Labor Topics, Co-Chair, 2013
- American Bar Association, Labor and Employment Law Section, Member
- Hillsborough County Bar Association, Labor and Employment Section, Co-Chair, 2011-2013
- Tampa Bay Inn of Court, Past Parliamentarian and Website Administrator
- Leadership Tampa Bay, Class of 2012, Graduate
- Greater Tampa Chamber of Commerce, Small Business Programs Committee
- Westshore Alliance, Past Ambassador

Honors and Distinctions

- Fellows of the American Bar Association, Selected as Member
- *Chambers USA*, 2008-2024, Ranked in Florida for Labor & Employment
- *Best Lawyers*, 2008-2025, Listed in Florida for Employment Law – Management, Labor Law – Management, and Litigation – Labor & Employment
- *Super Lawyers* Magazine, 2006-2024, Listed in Florida for Employment & Labor and Employment Litigation – Defense
- *Benchmark Litigation*, 2021-2023, Listed in Florida as a “Labor & Employment Star”