

People



## Christopher S. Duke

Office Managing Partner

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vCard

Christopher Duke serves as managing partner of Akerman's Palm Beach County Offices. With a diverse practice in employment law and complex commercial litigation, Chris represents clients in federal and state courts, as well as in various arbitration forums and before federal, state, and local administrative bodies. His clients operate across multiple sectors, including hospitality, travel/recreation, healthcare, retail, financial services, and alternative energy.

Chris routinely represents management and municipalities in matters relating to the ADA, ADEA, FMLA, FLSA, and Title VII, and prosecutes and defends both jury and bench trials. Chris also represents clients in fraud, tortious interference, business defamation, and breach of contract, and is seasoned in the enforcement and interpretation of noncompetition agreements and the protection of trade secrets.

Chris maintains a robust thought leadership profile, frequently conducting lectures to employer and trade groups on aspects of employment law and compliance. He has been continually ranked for his labor and employment acumen by *The Best Lawyers in America*, among other publications.

### Published Work and Lectures

- *SHRM*, National Employment Law Publication, Quoted, "Discrimination Claims Can Proceed Based on Employee Status," September 20, 2023
- *SHRM*, National Employment Law Publication, Quoted, "Religious Accommodation Requests May Result in Some Conflicts," September 11, 2023
- The Seminar Group, 11th Annual Labor & Employment Law Conference, Speaker, "Marijuana, Alcohol, and Prescription Drugs," August 4, 2021
- Transatlantic Chamber of Commerce, Webinar, Co-Presenter, "Back to the Future – Coronavirus and Beyond, UK and U.S."

### Areas of Experience

Labor and Employment  
Employment Administrative Claims Defense  
Employment Litigation  
Trade Secrets, Restrictive Covenants, and Unfair Competition  
Wage and Hour  
Commercial Disputes  
Cannabis  
Hospitality  
Hospitality Dispute Resolution  
Hospitality Operational Matters  
Equine Law

### Education

J.D., University of Florida Levin College of Law, 1991  
B.A., Davidson College, 1988

### 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

Four Akerman Office Managing Partners Named to Power Leaders List  
February 03, 2025

Akerman Hosts Halloween Labor and Employment Breakfast Roundtable  
October 17, 2024

perspectives,” May 11, 2020

*Palm Beach Illustrated* Names Nine Akerman  
Attorneys Top Lawyer  
September 03, 2024

- The Seminar Group, 9th Annual South Florida’s Premier Labor and Employment Law Conference, Speaker, “Non-Compete, Non-Solicitation, and Confidentiality Agreements,” August 16, 2019
- The Seminar Group, 8th Annual South Florida’s Premier Labor and Employment Law Conference, Speaker, “Marijuana and Prescription Medications,” August 14, 2018
- Akerman Seminar, Speaker, “Sexual Harassment: Recognizing and Limiting Your Exposure,” February 15, 2018
- The Seminar Group, 7th Annual South Florida’s Premier Labor and Employment Law Conference, Speaker, “Drug Alert-Medical Marijuana in the Workplace,” August 17, 2017
- Akerman’s Guide to Doing Business in Florida: A Legal Guide for Out-of-State and Foreign Businesses, Author, “Labor & Employment,” 2016
- Akerman Twentieth Annual Labor & Employment Law Seminar, Presenter, “Non-Compete and Trade Secret Provisions: Protecting Your Company and Assets,” September 2015
- Florida Allergy, Asthma & Immunology Society Annual Meeting, Speaker, “The Top Five Pitfalls for Medical Employers in 2015,” July 2015
- Florida Allergy, Asthma & Immunology Society Annual Meeting, Speaker, “The ABC’s of Employee Handbooks, Policies, and Forms,” July 2014
- Akerman Nineteenth Annual Labor & Employment Law Seminar, Presenter, “Terminations and Severance Agreements,” April 2014
- Akerman Labor & Employment Law Seminar, Presenter, “Understanding and Avoiding Whistleblower and Retaliation Claims,” November 2013
- Florida Allergy, Asthma & Immunology Society Annual Meeting, Speaker, “Cyber Security in the Information Age - Protecting Your Practice’s Confidential Information in the Electronic Age,” July 2013
- [HR Defense Blog, Contributor](#)

## Affiliations

- Akerman Foundation, Board of Directors, 2022-Present
- The Florida Bar, Litigation Section, Member; Employment Law Section, Member
- Economic Council of Palm Beach County, Board of Directors
- Literacy Coalition of Palm Beach County, Board of Directors
- Palm Beach County Bar Association, Member
- Society for Human Resource Management, Member
- Human Resource Association of Palm Beach County, Member
- Young Friends of the Kravis Center, Member
- Young Friends of the Palm Beach Zoo, Member
- Friend of MacArthur Beach State Park, Member
- St. Baldrick’s Foundation, Active Supporter and Fundraiser

## Honors and Distinctions

- *Best Lawyers*, 2014-2025, Listed in Florida for Employment Law - Management, Litigation - Labor and Employment
- *Florida Trend’s* Legal Elite, 2023, Listed as a “Notable Managing Partner”

- *South Florida Business Journal*, 2021, 2024, Listed as a “Power Leader” in South Florida
- *Best Lawyers*, 2016, 2021, Named “Lawyer of the Year” for Litigation - Labor and Employment in West Palm Beach
- *Super Lawyers Magazine*, 2012-2024, Listed in Florida for Employment & Labor and Business Litigation
- *Palm Beach Illustrated Magazine*, 2018-2020, 2022, 2024, Listed in Palm Beach County as “Top Lawyer” for Labor and Employment
- *South Florida Legal Guide* Top Lawyers, 2010-2016, Listed for Labor and Employment, Complex Commercial Litigation, and Corporate and Business Litigation
- *South Florida Legal Guide*, 2007-2009, Listed as one of South Florida’s “Top Up and Comers”
- *Florida Trend’s* Legal Elite, 2006, 2010-2011, Listed for Labor & Employment