

People



## Arlene K. Kline

Partner, Labor and Employment  
Commercial Disputes

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vCard

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” Arlene Kline is a strong choice to handle high-stakes employment disputes as well as advising on compliance issues.

- *Chambers USA*

Arlene Kline is a veteran litigator defending labor and employment matters on behalf of banking, hospitality, healthcare, manufacturing, media, distribution, transportation, software, law firms, and non-profit sector clients. Clients value her comprehensive practice, including advising on transactions, policy development, compliance audits, preventative measures, litigation, and appeals. A significant aspect of her practice also includes counseling on compliance with the public accommodation provisions of the Americans with Disabilities Act (including its application to websites and mobile apps), and avoidance of such claims. In addition, she also routinely advises and trains clients on issues involving discrimination (including harassment) and retaliation (including whistleblower claims).

Arlene litigates in state and federal courts across the nation, with experience defending claims involving Title VII, Section 181, ADEA, FLSA, ADA (Titles I and III), Rehab Act, FMLA, PDA, WARN Act, SOX, state whistleblower acts, retaliation under worker's compensation statutes, the Florida Civil Rights Act and other similar state statutes, including the defense of class actions. Clients also turn to her for appellate matters in state and federal courts, as they relate to employment claims.

### Areas of Experience

Commercial Disputes  
Employment Litigation  
Employment Training and Compliance  
Hospitality  
Hospitality Operational Matters  
Hospitality Regulatory Compliance  
Labor and Employment  
Employment Administrative Claims Defense  
Wage and Hour  
Professional Liability  
Gaming Law  
Sports and Entertainment Law

### Education

J.D., Nova Southeastern University, Shepard Broad Law Center, 1996, Goodwin Fellowship, Honor Court - Defender  
B.A., Florida State University, English, 1994, Florida House of Representatives, Legislative Intern

### Admissions

#### Bars

Florida

#### Courts

U.S. District Court, Southern District of Florida  
U.S. District Court, Middle District of Florida  
U.S. Court of Appeals, Eleventh Circuit  
U.S. Supreme Court  
All Florida State Courts  
U.S. District Court, Northern District of Florida  
U.S. Court of Appeals, Fifth Circuit

### Related Content

Akerman Advises GRAM ABF in Investment  
January 15, 2025

As part of a broader practice, Arlene litigates unfair competition concerning restrictive covenants and trade secrets, and defends legal malpractice claims. She also assists our corporate team in employment due diligence matters with regard to the sale of businesses.

Akerman Represents CenterGate Capital in Acquisition of Leading Eyewear Frames Provider Zyloware  
December 26, 2024

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

## Notable Work

**Whistleblower:** Represented regional hospital in defense of an action brought by a former employee under the Florida Whistleblower Act where employee claimed that she was terminated for reporting violent behavior by one employee against another employee.

**Wage and Hour Litigation:** Represented multinational video game software developer and logistics companies in multiple California state-wide class action alleging violation of wage and hour laws.

**Workplace Discrimination:** Represented national recruiting firm in a disability discrimination case brought by a terminated employee who was fired after not adhering to her performance plan.

**Title III:** Represented national bank in lawsuit by alleged patron for failure to provide accessible services under Title III of the ADA.

**Whistleblower:** Represented one of the nation's largest professional employer organizations in whistleblower matter where professional employer organization was brought in as a party under co-employment allegation.

**Department of Labor Audit – Wage and Hour:** Represented a water treatment plant in a DOL audit.

**Department of Labor Audit – FMLA:** Represented a commercial property management and development company in a DOL audit.

**Non-Compete:** Represented aeronautical company and one of the nation's largest professional employer organizations in a non-compete, non-solicit, and trade secret litigation.

**Wage and Hour:** Represented wireless carrier client in defense of FLSA wage & hour lawsuit regarding the 7(i) exemption and defense of charge of discrimination at the EEOC level.

**Wage and Hour – Federal Contractor:** Represented janitorial company with several government contracts in OFCCP audit and wage and hour disputes.

**Equal Opportunity Employment Commission:** Represented large restaurant chain in EEOC litigation alleging of age discrimination against applicants for employment.

**Age Discrimination:** Represented broadcasting company in multiple age discrimination claims where employees alleged that their employment was terminated due to their age.

**Title III:** Representation of landlords and tenants of strip malls, national banks, hotels and restaurants in several Title III ADA public accommodations lawsuits.

**Title III:** Representation of national restaurant in class action litigation in CA regarding Title III public access claims.

**Whistleblower – Preemption:** Represented one of the nation's largest banks in whistleblower matter where the terminated employee alleged that he was fired for objecting to a practice of the bank that was a violation of the National Banking Act.

**Vaccination Laws:** Represented non-profit organization in complaint filed with Florida's Attorney General's office alleging a violation of Florida's law regarding mandatory vaccination programs in the workplace.

## Related Professional Experience

- Florida House of Representatives, Legislative Intern, 1993-1994

## Published Work and Lectures

- [Akerman HR Defense Blog](#), Contributor, Editorial Board
- Akerman Labor & Employment Law Summit, Speaker, "Rapid Fire Legal Update," May 2, 2024
- Akerman Labor & Employment Law Summit, Co-Moderator, "Managing Employees in 2023: A Whole New World," May 4, 2023
- 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
- Florida Lawyers Mutual Insurance Company, Panelist, "Guiding Your Employer Clients Through Post-COVID Return To Work," May 18, 2022
- Mandel Public Library of West Palm Beach, Women in the Workforce, Speaker, "Prioritizing Your Life," January 26, 2022
- Florida Bar Young Lawyer's Division, Labor & Employment Basics CLE, Speaker, "Employment Law Through the Pandemic," January 2022
- *Bloomberg Law*, Quoted, "First Health-Care Worker Covid-19 Rule Ends as OSHA Goes Mum," December 21, 2021
- Akerman Labor & Employment Law Virtual Summit, Breakout Co-Moderator, "Wage and Hour Issues: Latest Pitfalls and Trends," April 22, 2021
- International Council of Shopping Centers U.S. Law Conference, Co-Presenter, "Trends in Litigation for Public Accommodations: Websites and Physical Spaces," October 2020
- *Bloomberg Law* INSIGHT, Co-Author, "Websites, Apps, and the Americans with Disabilities Act," March 1, 2019
- *South Florida Business Journal*, Panelist, "Harassment in the Workplace," February 13, 2018
- Akerman Twentieth Annual Labor & Employment Law Seminar, Presenter, "Non-Compete and Trade Secret Provisions: Protecting Your Company and Assets," September 2015
- Akerman Labor & Employment Law Seminar, Co-Presenter, "Defining Compensable Time Under the FLSA," March 2015
- Akerman Nineteenth Annual Labor & Employment Law Seminar, Co-Presenter, "Intersection of ADA, FMLA, and Workers' Compensation Leaves: Case Studies," April 2014
- International Paralegal Management Association (IPMA) 29th Annual Conference & Expo, Speaker, "Hiring Independent Contractors," October 2013
- Human Resource Association of Palm Beach County, Presenter, "FMLA Update," August 2013

- *CNBC*, Quoted, “For Millions of Workers, Getting Sick Doesn’t Pay,” July 2013
- *Aspatore*, Co-author, “Strategies for Employment Class and Collective Actions: Leading Lawyers on Addressing Trends in Wage and Hour Allegations and Defending Employers in Class Action Litigation (Inside the Minds),” 2012
- The Academy of Florida Management Attorneys Annual Meeting, Co-Presenter, “Defending Claims Under Title III of the Americans with Disabilities Act,” October 2012
- *National Real Estate Investor*, Co-Author, “Construction Contract Tools for Building an ADA Compliant Project,” September 2012
- The Seminar Group, Co-Presenter, “Americans with Disabilities Act Title III Update: Legal and Regulatory Issues Builders Need to Know,” August 2012
- American Conference Institute’s 3rd Annual Forum on Defending and Managing Employment Discrimination Litigation, Panelist, “Given Our Aging Jury Population, How Do You Counter Age Discrimination Claims Brought by Employees Over 50 Years of Age?,” July 2012
- *South Florida Business Journal*, Quoted, “Companies Discover New Ways to Challenge Unemployment Pay,” May 2012
- South Palm Beach County Bar Association Labor & Employment Law Committee Seminar, Co-Presenter, “The ABCs of the Americans with Disabilities Act (ADA),” November 2011
- Human Resource Association of Palm Beach County, Speaker, “ADA Employment Compliance Update: Practical Effects of the New Regulations,” November 2011
- South Palm Beach County Bar Association Labor & Employment Committee Seminar, Speaker, “Wage & Hour Update,” May 2010
- Lorman Seminar, Presenter, “Developing a Policy for Employee Use of Mobile Devices,” February 2010
- *The Florida Bar Journal*, Contributing Author, “Employment Law for Law Firms: Do the Shoemaker’s Children Need New Shoes, Part 2,” Volume 83, No. 9, October 2009
- Human Resource Association of Palm Beach County, Speaker, “The Obama Agenda: Recent Changes and Pending Legislation in Employment Law,” November 2009
- *The Florida Bar Journal*, Contributing Author, “Employment Law for Law Firms: Do the Shoemaker’s Children Need New Shoes, Part 1,” Volume 83, No. 7, July/August 2009
- Paralegal Association of Florida, Inc., Palm Beach County Chapter, Guest Speaker, “FLSA,” August 2009
- *In House Defense Quarterly*, Contributing Author, “Telecommuting-Exploring the Realities and Understanding the Legalities,” Summer 2007
- Palm Beach County Bar Association - Labor and Employment Section, Speaker, “Florida Whistleblower Act,” 2007

## Affiliations

- The Florida Bar, Labor & Employment Section, Member
- Palm Beach County Bar Association, Member
- Academy of Florida Management Attorneys (AFMA), President, Present; Member, 2013-Present; Sergeant at Arms 2019-2020; Treasurer 2021-present
- Anti-Defamation League, Palm Beach County Chapter, Glass Leadership Institute, Co-Chair, 2010-2011; Florida Regional Board, Member, 2011-Present
- AIPAC, Palm Beach County Chapter, Club Member, 2020-present

- Jewish Federation of Palm Beach County, Business & Professions, Cabinet Member, 2010-2013
- Deaf Service Center and Hearing Wellness Center, Inc., Board of Directors, Secretary, 2007-2010
- Philanthropy Tank, 2020-2022

## Honors and Distinctions

- *Chambers USA*, 2018-2024, Ranked in Florida for Labor and Employment
- *Best Lawyers*, 2025, Named “Lawyer of the Year” in West Palm Beach for Employment Law - Management
- *Best Lawyers*, 2021-2025, Listed in Florida for Employment Law – Management, Litigation - Labor and Employment
- *Super Lawyers* Magazine, 2015-2024, Listed in Florida for Employment & Labor
- *Palm Beach Illustrated Magazine*, 2022, 2024, Listed in Palm Beach County as “Top Lawyer” for Labor and Employment
- *Super Lawyers* Magazine, 2011-2012, 2009, Listed in Florida as a “Rising Star” for Employment & Labor and Civil Litigation Defense
- *Benchmark Litigation*, 2021-2022, Listed in Florida as a “Labor & Employment Star”
- *Florida Trend’s* Legal Elite, 2013, 2016-2023, Listed for Labor & Employment
- *Florida Trend’s* Legal Elite, 2011-2012, Recognized as an Up & Comer