



Alison F. Smith

Alison Smith is a partner at the law firm of Weiss Serota Helfman Cole & Bierman, P.L. Her primary areas of practice include: labor & employment, commercial litigation, appellate law, and administrative and regulatory law. In the labor and employment field, Ms. Smith has experience handling discrimination lawsuits brought against various public and private entities pursuant to the ADA, Rehabilitation Act, Title VII, and the Florida Civil Rights Act. Ms. Smith provides labor advice to several municipalities such as the Town of Golden Beach, City of Miramar, City of Lauderhill and the City of Homestead on numerous labor and employment topics including the FMLA, FLSA, state and federal discrimination laws, EEOC regulations, among others, and has drafted numerous policies and employee handbooks for municipalities throughout Miami-Dade and Broward counties. She provides in-house training to municipal clients on various cutting edge labor and employment topics and has acted as a speaker/presenter at several labor and employment seminars throughout Florida.

Prior to joining the Firm, Ms. Smith worked as an Appeals Referee at the Agency for Workforce Innovation, now the Department of economic opportunity. She adjudicated unemployment appeal claims via a live hearing and issued written opinions following the hearing.

Ms. Smith graduated magna cum laude from Nova Southeastern University Law School in 2003 and was the valedictorian. She was President of the Student Bar Association and a member of the Nova Southeastern University Law Review. While in law school, she was a Research Assistant and Law Student Advisor, as well as a Teaching Assistant for Contracts and Property. She won the Book Award for Property and Remedies and was on the Dean's List every semester.

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Practice Areas

- Employment Litigation and Arbitration
- Labor and Employment Law
- Labor and Employment Law Group
- Local Counsel Representation
- Local Government Division
- Municipal Government Law

Bar Admissions

- Florida, 2004
- U.S. District Court Southern District of Florida, 2006
- U.S. District Court, Middle District of Florida, 2007
- U.S. District Court, Northern District of Florida, 2009
- U.S. Court of Appeals, Eleventh Circuit, 2006

Education

- Nova Southeastern University
JD, *magna cum laude*, 2003
BA, *summa cum laude*, 2000

Reported Cases

- *Nova Southeastern University v. Jacobson*, 25 So. 3d 82 (Fla. 4th DCA 2009)
- *Milson v. State*, 832 So. 2d 897 (Fla. 3d DCA 2002)
- *Enich v. State*, 838 So. 2d 1216 (Fla. 3d DCA 2003)
- *Pollen v. State*, 834 So. 2d 380 (Fla. 3d DCA 2003)
- *Louis v. State*, 855 So. 2d 253 (Fla. 4th DCA 2003)

Professional/Civic Activities

- Member, Nova Southeastern University's Shepard Broad College of Law Downtown Counsel Association Steering Committee, 6/1/19
- Co-Chair of the Government Law Section, Broward County Bar Association
- Member, Keiser University's Advisory Board
- Immediate Past Chair, Legal Aid Service of Broward County
- Past Chair, Coast to Coast Legal Aid of South Florida, Inc.
- EEOC and FEPA Liaison Subcommittee, Stephen R. Booher American Inns of Court
- President, Caribbean Bar Association, 2012-2013
- Secretary, Caribbean Bar Association, 2011-2012
- Member, Florida Association of Women Lawyers, Miami-Dade Chapter
- Member, Florida Bar's Voluntary Bar Liaison Committee
- Member, 17th Judicial Circuit's Professionalism Panel
- Broward County Bar Association Bench and Bar Committee Member

Awards

- "Florida Super Lawyers", 2019
- "President's Recognition Award", Miami Dade College, 2019
- "Super Lawyers - Rising Star", 2014 - 2018
- 2016 Caribbean American Heritage & Culture (CAHMUSA) Honoree, *Caribbean American Heritage*
- Most Powerful and Influential Women in South Florida, *Legacy Magazine*, 2016



- "Over the Rainbow Awards - Commitment to Public Interest Work", *Dade County Bar Association*
- Professionalism Award, *Broward County Bar Association, 2016*
- "ICABA Rising Star Awards", *ICABA, 2015*
- Top 20 Distinguished Jamaican Youth Under 40 in So. Fla., *Caribbean National Weekly, 2016*
- Most Powerful & Influential Woman Award, *Florida Diversity Council, 2015*
- "Top Up and Comer", *South Florida Legal Guide, 2015 - present*
- Top 40 Outstanding Attorney under 40, *Cystic Fibrosis Foundation, 2015*
- "Rising Star: Alison Smith," *Daily Business Review 9-17-14*

Press Mentions

- "Alison F. Smith Awarded Presidential Recognition Award" *The Reporter 5/17/19*
- "Sexual harassment and the "Me Too" movement", *Legal News and Review Radio Show, 10/4/2018*
- "Alison Smith, Partner at Weiss Serota Helfman Cole & Bierman, provides inspiration for winner of Miss Jamaica Florida 2018" *Attorney at Law Magazine, August 2018*
- "Should Lawyers Get Overtime?" *Human Resource Executive Online 8/14/15*
- "Alison Smith Appointed to Broward League of Cities Committee," *CityBizList, 11/4/14*
- "20 under 40: Alison Smith", *Miami Herald, 11/4/14*
- "Giving Back: Hallmark of Rising Star Lawyers," *Daily Business Review 9-17-14*
- "40 under 40 South Florida Business Journal honors", *SFBJ, 8/1/14*
- "Top 40 Leaders Under 40 in Broward County", *Legacy Magazine, 2014*

Presentations

- "Sexual Harassment and the "Me Too" Movement", *Florida Government Finance Officer's Association School of Government and Finance, 10/16/18*
- "The Business of Law" *Nova Law School Mentoring Program, 9/21/2018*
- *International Public Management Association for Human Resources (IPMA-HR), June 21, 2018*
- "Medical Marijuana And Its Impact On Our Communities", *Florida City and County Management Association, June 2018*
- "The Pathway To A Career In The Law", *Miami Dade College, March, 2018*
- "Jamaica Diaspora Conference", *Kingston Jamaica, July 25, 2017*
- "Labor & Employment Law", *South Florida Chapter of IPMA-HR*
- "Medical Marijuana Issues Affecting Local Government Including Land Use And Labor Issues", *Florida City and County Management Association, 2017*
- "Mentor/Mentee breakfast", *Nova Southeastern Shepard Broad Law Center*
- "City's Let's Talk Town Hall Public Safety Meeting", *Miramar Town Center August 25, 2017*
- "Florida Law" *Talk radio show produced by the Broward County Bar Association*
- "Phillip Bell Radio Show"
- "Discovery in Arbitration", *Broward County Bar Association*
- "Legal News and Review - labor and employment topics", *Radio Show 90.9FM and 103.9 FM*
- "Labor & Employment Discussion", *Barry University*
- "Building Your Personal Brand", *Florida Diversity Council's Women's Empowerment Conference*