ALISON F. SMITH

PARTNER

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Alison focuses her practice on labor & employment, municipal, appellate, and administrative and regulatory matters. Alison regularly represents public and private entities in connection with lawsuits brought pursuant to the Americans with Disabilities Act, Title VII, the Florida Civil Rights Act, the Age Discrimination in Employment Act, and many other labor and employment laws. She also acts as outside counsel to several municipalities, assisting them in navigating matters relating to the complex and rapidly evolving labor and employment landscape, to include handling collective bargaining negotiations, employee investigations, arbitrations, and providing training and daily advice and counsel on matters such as harassment, discrimination, unconscious bias, conflict resolution, anger management, cultural competency and a myriad of other topics.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Funding Florida Legal Aid, Board of Directors, The Florida Bar Immediate Past President's Delegate, 2026-2027
- The Florida Bar, Board of Governors, 2024

PRACTICE AREAS

- Labor and Employment
- Labor and Employment Litigation
- Collective Bargaining
- Employee Training
- Workplace Investigation
- Municipal Counsel
- Police Legal Advisement
- Special Counsel to Local Government
- Accessibility and Accommodations
- Administrative Claims and Hearings
- Agreements and Handbooks

- Immediate Past President, Broward County Bar Association, June 2022
- Member, Ad Hoc Committee on Attorney Admissions, Peer Review, and Attorney Grievance of the United States District Court, Southern District of Florida, April 2022
- Member, Society for Human Resource Management, 2020-present
- Treasurer, Broward County Bar Association, June 2020-June 2021
- Secretary, Broward County Bar Association, June 2019-June 2020
- Nova Southeastern University Law School Board of Governors, 2019-present
- Co-Chair, Membership Committee, NSU Law Board of Governors, 2019-present
- Keiser University's Criminal Justice Advisory Board, 2018-present
- 17th Judicial Circuit's Professionalism Panel, 2017-present
- President, Caribbean Bar Association, 2012 – 2013
- Secretary, Caribbean Bar Association, 2011 – 2012
- Past Chair, Legal Aid Service of Broward County
- Past Chair, Coast to Coast Legal Aid of South Florida, Inc.

AWARDS & RECOGNITION

- Best Lawyers in America® – Ones to Watch: Labor and Employment Law – Management, 2024-present
- The Florida Association for Women, Leader in Law, 2021
- First Annual South Florida Business and Wealth, Prestigious Women Awards, 2021
- South Florida Legal Guide, "Top Up and Comer," 2015 – present
- South Florida Business and Wealth, "Top up and Comer," 2019, 2020
- Presidential Recognition Award, Miami Dade College, 2019
- *Florida Super Lawyers®,* Rising Star, 2014 – 2020
- Icon Under 40 in the Caribbean American Community, Ms. Jamaica South Florida Pageant, 2018
- Honoree, Caribbean American Heritage & Culture (CAHMUSA), Caribbean American Heritage, 2016
- Most Powerful and Influential Women in South Florida, *Legacy Magazine*, 2016
- Professionalism Award, Broward County Bar Association, 2016
- "ICABA Rising Star Awards," International Career and Business Alliance, 2015
- Top 20 Distinguished Jamaican Youth Under 40 in South Florida, Caribbean National Weekly, 2016
- Top 40 Outstanding Attorney under 40, Cystic Fibrosis Foundation, 2015
- 20 Under 40, Miami Herald, November 2014

- Drug Testing
- Restrictive Covenants
- Unemployment Claims
- Occupational Safety and Health
- Labor Arbitrations and Related Administrative Hearings
- Appellate
- Administrative Proceedings

ADMISSIONS

Florida, 2004

U.S. District Court for the Northern District of Florida, 2009

U.S. District Court for the Middle District of Florida, 2007

U.S. District Court for the Southern District of Florida, 2006

U.S. Circuit Court of Appeals for the Eleventh Circuit, 2006

EDUCATION

Nova Southeastern University, J.D., *magna cum laude*, 2003

Nova Southeastern University, B.A., *summa cum laude*, 2000

- 40 Under 40, South Florida Business Journal, August 2014
- Top 40 Leaders Under 40 in Broward County, *Legacy Magazine*, 2014

PUBLICATIONS

- '*My Employer Forced Me to Return to Work' Tips From Lawyers as South Florida Businesses Prepare to Reopen*, Daily Business Review, May 2020
- *Coronavirus Concerns: Tips for a Healthy Workplace*, Daily Business Review, March 2020
- *Celebrating Black Excellence as We Embark on a New Decade*, Broward Barrister, February 2020
- *How I Became a Law Firm Partner*, Daily Business Review, January 24, 2020

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)

- Press Mentions
- Presentations

Press Mentions

- *Coast to Coast Legal Aid of South Florida hosts inaugural Pro Bono Reception*, The Florida Bar, September 22, 2025
- *Two Florida-based sisters open their hearts to hurricane-battered hometown, St Elizabeth*, Jamaican Observer, August 5, 2024
- *WSHC+B Partner Alison Smith Elected To The Florida Bar Board Of Governors*, Citybiz, January 31, 2024
- *Jamaican-American attorney aspires to reach new heights in Florida's legal sphere*, Caribbean National Weekly, January 29, 2024
- *Jamaica-American Alison Smith now sets eyes on becoming top lawyer in Florida*, Jamaica Observer, January 29, 2024
- *Decorated Jamaican-American attorney awarded at Black River Day celebrations*, Jamaica Observer, August 7, 2023
- *Happy Independence Day, America!*, The Jamaica Observer, July 4, 2023
- *Congrats, Ms Alison Smith on running an outstanding leg*, Jamaica Observer, June 20, 2023
- *Litigation Departments: Having a 'Lasting and Broader Impact' Is What Drives Lawyers at Weiss Serota Helfman Cole + Bierman*, Daily Business Review, May 25, 2023
- *AmCham Jamaica refocuses business advocacy efforts*, Jamaica Observer, April 26, 2023
- *History-Making Jamaican-American Attorney Takes Another Major Florida Title*, The Jamaica Observer, March 17, 2023
- *Five Jamaican American women sworn in at US Supreme Court*, Jamaica Observer, February 27, 2023
- *How to address mental health issues in compliance with FMLA, ADA*, HR Dive, November 3, 2022

- *Trailblazing Broward County Bar Prez Sets D&I As Top Priority*, Law360, October 27, 2022.
- *South Floridians Continue Rescue, Relief Efforts to Help Ian Victims on West Coast*, WSVN-TV 7 News, October 5, 2022
- *Getting to Know our President: Alison Smith*, Broward County Bar Association Barrister, August 2022
- *History-making Jamaican-American attorney flies the flag high at celebratory activities*, Jamaica Observer, August 8, 2022
- *Celebrate Jamaica's independence anniversary in South Florida*, Miami Herald, August 8, 2022
- *Jamaica, Land We Love: Alison F. Smith*, South Florida Caribbean News, July 21, 2022
- *Smith First Black Woman President of Broward Bar*, South Florida Times, July 27, 2022
- 'Wi likkle but wi tallawah!', Jamaica Observer, July 7, 2022
- *Countdown to history*, Jamaica Observer, March 30, 2022
- *Smith, Broward County Bar Bring 'Ignite Your Passion' Speaker Series To Broward College*, Florida Bar News, October 29, 2020
- *Weiss Serota Helfman Cole & Bierman Welcomes Back Attorney Alison Smith*, Attorney at Law Magazine, August 31, 2020
- *Working retail during a pandemic: Rumors flourish amid sketchy information about infections*, Miami Herald, July 2020
- *Social Media and What Employers and Employees Need to be Mindful Of*, 610 WIOD, The Brian Mudd Show, June 2020
- *'My Employer Forced Me to Return to Work': 3 Tips From Lawyers as South Florida Businesses Prepare to Reopen*, Daily Business Review, May 2020
- *Working On the Legal Issues That May Arise During and After the Re-Opening of South Florida*, 610 WIOD, The Brian Mudd Show, May 2020
- *Coronavirus Concerns: Tips for a Healthy Workplace*, Daily Business Review, March 2020
- *How I Became a Law Firm Partner*, Daily Business Review, January 24, 2020
- *Alison F. Smith Awarded Presidential Recognition Award*, The Reporter, Miami Dade College, May 2019
- *Sexual harassment and the "Me Too" movement*, Legal News and Review Radio Show, October 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, August 2015

Presentations

- *HR Asssociation of Broward County HRABC's,* Annual Legal Conference, April 23, 2025
- *Employee Handbooks: Creating and Revising the Guide for your Hive,* HR Association of Broward County (HRABC)'s Seminar, March 15th, 2023
- *Covid-Related Legal Issues Impacting Local Government,* Broward County Bar Association, August 25, 2020
- Caribbean-American Heritage Month celebration of Caribbean elected officials, June 2020
- 17th Judicial Circuit Black History Month event presented in collaboration with the Broward County Bar Association, February 21, 2020
- *Sexual Harassment and the "Me Too" Movement*, Florida Government Finance Officer's Association School of Government and Finance, October 16, 2018
- *The Business of Law*, Nova Law School Mentoring Program, September 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
- "Florida Law," Radio Talk Show produced by the Broward County Bar Association, 2018
- *Legalization of Medical Marijuana*, Jamaica Diaspora Conference, Kingston Jamaica, July 25, 2017
- *Medical Marijuana Issues Affecting Local Government Including Land Use and Labor Issues*, Florida City and County Management Association, 2017

- *"Let's Talk,"* Town Hall Public Safety Meeting, Miramar Town Center, August 25, 2017
- Young Lawyers Bootcamp, Broward County Bar Association, June 2017
- *Discovery in Arbitration*, Broward County Bar Association, 2017
- "Legal News and Review - labor and employment topics", Radio Show 90.9FM and 103.9 FM, 2017
- NSU Law Mentoring Program, "Your Personal Business Plan," November 2016
- *Labor & Employment Discussion*, Barry University, 2016
- "*Building Your Personal Brand*," Florida Diversity Council's Women's Empowerment Conference, 2016