

BRETT J. SCHNEIDER

PARTNER

CHAIR OF LABOR & EMPLOYMENT DIVISION

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Brett Schneider is the Managing Director of the Boca Raton office and Chair of the firm's Labor and Employment Division. As a Florida Bar Board Certified attorney in Labor and Employment Law, Brett helps public and private sector employers resolve issues in a prompt and efficient manner.

Brett represents public sector employers in negotiating collective bargaining agreements, labor impasse proceedings, unfair labor practice proceedings and labor arbitrations. As workplace issues continue to evolve, he advises clients on employee drug testing (particularly with the legalization of medical marijuana in Florida), sexual harassment and employee medical issues. Brett provides pragmatic advice in line with his clients' business objectives.

Brett handles employment litigation for public and private employers in matters arising under federal, state and local employment laws such as Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA) and the Florida Civil Rights Act (FCRA). Brett defends employers in wage and hour suits brought under the Fair Labor

PRACTICE AREAS

- Labor and Employment
- Accessibility and Accommodations
- Administrative Claims and Hearings
- Agreements and Handbooks
- Collective Bargaining
- Counseling and Risk Management Services
- Drug Testing
- Employee Training
- Labor Arbitrations and Related Administrative Hearings

Standards Act (FLSA) and has successfully guided clients through Department of Labor Wage & Hour Audits. He also represents employers before federal, state and local administrative agencies such as the U.S. Equal Employment Opportunity Commission (EEOC), the National Labor Relations Board (NLRB) and the Florida Public Employees Relations Commission (PERC).

Certified by the HR Certification Institute and by the Society for Human Resource Management, Brett advises employers on human resources issues including personnel policies and procedures, discipline and discharge matters, drug and alcohol testing, employee privacy rights and educational and training programs for managers and supervisors. He works closely with employers to ensure that their practices comply with federal, state and local laws.

Brett is a frequent speaker on labor and employment law and human resources matters, including the impact of the legalization of medical marijuana on Florida employers, the #metoo movement, and workplace violence.

Brett previously practiced labor and employment law at large national law firms in Washington D.C. and New York.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Personnel Appeals Board of Palm Beach County, 2025-Present
- South Palm Beach County Bar Association, Labor & Employment Law Committee, Co-Chair, 2025-Present
- The Florida Bar, Labor & Employment Law Certification Committee, 2024
- Human Resource Association of Broward County, 2008-present; Past-President, 2015; President, 2014; President-Elect, 2013; Legislative Affairs Director, 2011-2012
- The Cooperative Feeding Program, Board Member, 2010-2014
- Jewish Federation of South Palm Beach County, Young Adult Division, Board member, 2012-2014
- University of Maryland South Florida Alumni Association, 2010-Present
- Anti-Defamation League, Glass Leadership Institute, 2008
- Leadership Broward Foundation, Class XXIV, 2005-2006
- South Florida Touchdown Club Foundation, Board Secretary, 2005-2006

AWARDS & RECOGNITION

- Lawdragon, 500 Leading Corporate Employment Lawyers, 2026
- Florida Trend’s Legal Elite, Notable Managing Partner, 2025
- Florida Super Lawyers, 2018-present
- Florida Trend's Legal Elite, Notable Labor & Employment

- Occupational Safety and Health
- Restrictive Covenants
- Unemployment Claims
- Wage and Hour Claims and Audits
- Workers Compensation
- Workplace Investigation
- Labor and Employment Litigation
- Pension Law
- Investigations & Audits of Governmental Agencies

ADMISSIONS

Florida, 2005

New York, 1999

District of Columbia, 2000

U.S. District Court for the Southern District of Florida, 2005

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

U.S. District Court for the Southern District of New York, 2001

U.S. District Court for the Eastern District of New York, 2002

U.S. District Court for the Western District of New York, 2003

Lawyer, 2024
- The Boca Raton Observer, Top Lawyer, 2022-present
- Best Lawyers in America, 2022-present
- 2021 Daily Business Review Florida Legal Awards Honoree as 2021 Innovator
- South Florida Legal Guide, Top Lawyer, 2020-present
- Palm Beach Illustrated, Top Lawyer- Labor & Employment, 2019-present
- Florida Trend's Florida Legal Elite, 2018-present
- AV Preeminent Rating, Martindale-Hubbell, 2017-present
- South Florida Business Journal, Power Leaders in Law & Accounting, 2017
- Florida Super Lawyers, Rising Star, 2011-2014
- South Florida Legal Guide, Top Up and Comer, 2009

REPORTED CASES

- *Lauzier v. City of Delray Beach*, Case no. 502019CA005557XXXXMB, Circuit Court of the 15th Judicial Circuit
- *Aristyld v. City of Lauderhill*, Case No. 543 Fed.Appx. 905 (11th Cir. 2013)
- *Blanco v. Monique & Me, Inc.*, 116 So. 3d 639 (Fla. 3d DCA 2013)
- *Amunraptah v. City of Deerfield Beach*, 93 So. 3d 1040 (Fla. 4th DCA 2012)
- *East Coast Karate Studios, Inc. v. LifeStyle Martial Arts, LLC*, 65 So. 3d 1127 (Fla. 4th DCA 2011)
- *World Rentals and Sales, LLC v. Volvo Constr. Equip. Rentals, Inc.*, 517 F.3d 1240 (11th Cir. 2008)
- *Goldberg v. Chong*, 2007 WL 2028792 (S.D. Fla. Jul. 11, 2007)
- *Kaptan v. Danchig*, 796 N.Y.S.2d 706 (N.Y. 2nd Dept., 2005)

- Press Mentions
- Presentations
- Publications

Press Mentions

- *Florida Trend Legal Elite Notable Managing Partners*, Florida Trend, July 1, 2025
- *Meet the 2025 Power Leaders in Law & Accounting*, South Florida Business Journal, June 20, 2025
- *Miami Dade College still deducts union dues from paychecks. Does Florida's new law allow it?*, WLRN, May 2, 2024
- *WSHC+B Appoints Debra Ann Reese As Of Counsel*, Citybiz, February 23, 2023
- *Bossware: Companies monitoring your digital footprint on work computers*, CBS 12 News, February 21, 2023
- *Mid-Market Realization Trends Up With Enhancements in Billing Functions*, Law.com, February 8, 2023
- *Best Practices for Fending Off Age Discrimination Claims*, Life Annuity Specialist, December 13, 2022
- *Office Snapshot: Weiss Serota's New Miami, Boca Spaces*, Law360, September 19, 2022
- *Gently Nudging Attorneys Back Into the Office: Amenities Played a Key Role in This South Florida Law Firm's Office Revamp*, Daily Business Review, September 7, 2022

U.S. Court of Appeals, Eleventh Circuit, 2005

EDUCATION

George Washington University Law School, J.D., *cum laude*, 1999

- Journal of International Law & Economics

University of Maryland, B.A., Government and Politics, *with honors*, 1996

- Honors: Golden Key National Honor Society

- *How lack of legal ramifications for employers refusing flexible working is causing a female 'flexidus'*, Worklife, May 24, 2022
- *Defense Verdict for South Florida City Claiming Fired Manager's Severance Was Justly Withheld*, Daily Business Review, February 22, 2022
- *After Delray wins one wrongful city manager termination suit, it's hit with another*, The Palm Beach Post, January 18, 2022
- *Power Players*, The Boca Raton Observer Magazine, December 2021
- *Workplace vaccine mandates become more common and are protected by law*, ABC Local 10 News, September 9, 2021
- *Can your employer insist that you get a Covid-19 vaccine? We asked a lawyer*, WPLG Local 10 News, April 28, 2021
- *Weiss Serota Bolsters Employment Practice With New Partner*, Law360, September 9, 2020
- *The Road Toward Reopening*, South Florida Business Journal, July 10, 2020
- *Bringing Them Back:Questions for HR from Returning Workers*, Society for Human Resource Management, May 6, 2020
- *How to Recruit When Hiring is on Hold*, Society for Human Resource Management, April 9, 2020
- *Legal Alert: Paying Police Employees: Eleventh Circuit Rules Certain Prep And Travel Time Is Not Compensable*, July 20, 2018
- *Midsize and Small Law Firms Skip the Lockstep Pay Dance*, Daily Business Review, June 20, 2018
- *Avoiding an Ageism Suit*, Human Resource Executive, April 17, 2018
- *Zero Tolerance: Be Proactive About Sexual Harassment Policies*, Construction Today, February 2018
- *Employers Reinforce Anti-Harassment Policies*, Sun Sentinel, December 10, 2017
- *Attorney Brett Schneider Presents at Three Conferences* - (1) 36th Annual Florida Municipal Attorneys Association Seminar - "Medical Marijuana from the Municipal Employer's Perspective", (2) Florida League of Cities' Center for Municipal Research & Innovation (CMRI) Sumer Research Symposium - "Medical Marijuana and Your City: Facts, Fiction and Moving Forward", (3) 7th Annual TSG Labor & Employment Law Conference - "Drug Alert - Medical Marijuana in the Work Place", Attorney At Law Magazine, 9/1/2017
- *Delivery Dudes expands despite growing pains*, Sun Sentinel, August 1, 2016
- *New OT rules to hit Retail Hospitality Cos. hardest*, Law360, May 19, 2016
- *Will Gay Weddings Lead to Fewer Domestic Partnership Benefits?* Sun-Sentinel, January 22, 2015
- *Medical Marijuana Could Cost Employees Their Jobs,* Sun-Sentinel, October 30, 2014
- *Weiss Serota Helfman Attorney Brett Schneider Becomes Board Certified in Labor & Employment Law*, CityBizList, June 19, 2013
- *Bills Would Reform Government Pension Plans*, Daily Business Review, March 29, 2011

Presentations

- *Impacts of PERA Amendments on Government Operations*, The Florida Bar, Labor and Employment Law Section and City, County, and Local Government Law Section, 52nd Annual Public Employment Labor Relations Forum, October 23, 2026
- *Inside the Plaintiff's Employment Attorney's Mind - How to Avoid Sending A Plaintiff's Employment Attorney's Children to Harvard - The Hits Just Keep On Coming!!!!*, Florida Public Human Resources Association, Inc. (FPHRA), August 3, 2022
- *Employment Discrimination Complaints*, Florida Municipal Attorneys Association (FMAA), July 29, 2022
- *Business Strategies for Addressing Impacts of Coronavirus on the Workplace,* Business Development Board of Palm Beach, May 4, 2020
- *What Every Small & Mid-Sized Business Needs to Know in the Era of Coronavirus*, March 27, 2020
- *Inside the Plaintiff's Employment Attorney's Mind* FPHRA July 24, 2019
- *Medical Marijuana and the Employer* FMAA July 13, 2019

- *Hiring Practice Compliance Issues*, HFTP Gold Coast Chapter, 10/17/18
- *Me Too and Harassment Panel Discussion*, Florida Public Human Resources Association, July 2018
- *Sexual Harassment Policies and Training*, 2018 Florida Municipal Attorneys Association Annual Conference, 2018
- *Medical Marijuana and Sexual Harassment in the Workplace*, Hospitality Financial and Technology Professionals Gold Coast Educational Breakfast, April 2018
- *2018 HR Insights 2018: HR in a #Metoo World*, GMCC, April 2018
- *Employer Drug Testing in the Era of Legal Medical Marijuana*, 2018 Connect Business & Leadership Conference
- *Minimizing Employer Liability for Sexual Harassment Claims & Employer Drug Testing in the era of Medical Marijuana*, HFTP Gold Coast Chapter Educational Breakfast, February 26, 2018
- *Medical Marijuana from the Employer's Perspective*, Palm Beach County League of Cities General Membership Meeting, October 25, 2017
- *Medical Marijuana from the Municipal Employer's Perspective*, 36th Annual Florida Municipal Attorneys Association Seminar, July 27, 2017
- *Medical Marijuana and Your City: Facts, Fiction and Moving Forward*, Florida League of Cities' Center for Municipal Research & Innovation (CMRI) Sumer Research Symposium
- *Medical Marijuana from the Municipal Employer's Perspective*, Florida Municipal Attorneys Association, July 27, 2017
- *Overcoming the Haze of Medical Marijuana in Florida,* Human Resource Association of Broward County's Legal Seminar, May 11, 2017
- *Legislative Changes – Medical Marijuana*, International Public Management Association for Human Resources (South Florida Chapter), December 1, 2016
- *Overtime Payment Rules & ADA Accommodations*, International Public Management Association for Human Resources (South Florida Chapter), September 13, 2016
- *New Overtime Rules Mean HR Professionals Will Be Working Overtime!!!*, Human Resource Association of Broward County, May 6, 2016
- *What Should You Do If Something Pops Up In A Background Check That Makes You Reconsider Hiring Them,* Florida Public Human Resources Association, May 4, 2016
- *What You Should Know About Collective Bargaining Before You Get There*, Palm Beach Counties League of Cities Newly Elected Officials Workshop, April 27, 2016
- *Legal Considerations in Performance Management*, International Public Management Association for Human Resources (South Florida Chapter), April 5, 2016
- *Conducting Harassment Investigations*, Florida Public Employer Labor Relations Association, February 23, 2016
- *Issues & Pitfalls Associated with Negotiating & Drafting Employment Contracts for Municipal Officials, what Every City Attorney Needs to Know*, Miami-Dade Commission on Ethics & Public Trust Lunch Seminar, February 18, 2016
- *Planning for Employees Social Gatherings*, International Public Management Association for Human Resources (South Florida Chapter), September 9, 2015
- *Solving the ADA/FMLA Compliance Mystery*, Florida Public Human Resources Association, August 4, 2015
- *EEOC & FLSA Overview*, Florida Public Human Resources Association, August 1, 2015
- *What Non-Union Employers Need to Know About the NLRA*, Human Resource Association of Broward County, May 1, 2015
- *Medical Marijuana – Workplace Impact*, International Public Management Association for Human Resources (South Florida Chapter), April 7, 2015
- *Got Wellness? Labor Relations Trouble & Legal Pitfalls*, Florida Public Employer Labor Relations Association, February 9, 2015
- *Newsworthy HR Caselaw*, International Public Management Association for Human Resources (South Florida Chapter), December 9, 2014

- *Labor Rights and How They Impact Your Crew*, Florida Public Employer Labor Relations Association 39th Annual Training Conference, January 29, 2013
- *Hiring and Terminating Employees in the Current Economy*, Fundamentals of Employment Law (Sterling Education Seminar), November 13, 2012
- *FLSA/Wage and Hour Critical Issues*, Fundamentals of Employment Law (Sterling Education Seminar), November 13, 2012
- *FLSA 101*, Florida Public Personnel Association Annual Conference, July 29, 2012
- *Legal Updates*, Florida Public Personnel Association Annual Conference, July 29, 2012
- *HR Case Update*, International Public Management Association for Human Resources (South Florida Chapter), June 28, 2012
- *Avoiding Liability for overtime under the FLSA*, Certipay HR Seminar, May 15, 2012
- *HR Update*, International Public Management Association for Human Resources (South Florida Chapter), March 15, 2012
- *EEOC Investigations*, Florida Public Employer Labor Relations Association 38th Annual Training Conference, February 6, 2012
- *What's Up with the Supremes and other Must-Know Legal Developments for HR Professionals*, Human Resource Association of Broward County, October 14, 2011
- *Conducting Investigations from A to Z*, Florida Public Personnel Association Annual Conference, July 25, 2011
- *How to Effectively Redesign Benefit Plans*, Florida Government Finance Officers' Association, June 27, 2011
- *What Constitutes an Enforceable Past Practice*, International Public Management Association for Human Resources (South Florida Chapter), May 12, 2011
- *Mandatory vs. Permissive Subjects of Collective Bargaining Negotiations*, Florida Public Employer Labor Relations Association 36th Annual Training Conference, February 9, 2010
- *Labor Relations Update*, Miami-Dade County City Manager's Association Luncheon, November 20, 2009
- *The Specifics of Ricci v. DiStefano*, International Public Management Association for Human Resources, South Florida Regional Meeting, August 25, 2009
- *Recent Legal Developments Affecting Florida Public Employers*, International Public Management Association for Human Resources (South Florida Chapter), April 28, 2009
- *What is New with Labor Law,* Miramar / Pembroke Pines HR Consortium, April 16, 2009

Publications

- *Preventing and Responding to Workplace Violence*, Daily Business Review, June 10, 2019
- *Bills Would Reform Government Pension Plan*, Daily Business Review, March 29, 2011
- *How Employers Can Keep Themselves From Being You-Tubed*, Workforce Management, May 11, 2009
- *Acting Affirmative Against Harassment*, New York Law Journal Corporate Counsel, February 4, 2002
- *Employee Privacy 2001 A Review for Employers*, Lawyer Pilot's Bar Association Journal, Fall, 2001