MICHAEL KANTOR

PARTNER

CHAIR OF EMPLOYMENT LITIGATION DIVISION

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Michael Kantor represents local governments and corporate clients in labor and employment litigation and commercial litigation. In the labor and employment field, Michael handles discrimination charges brought against public and private entities pursuant to state and federal anti-discrimination and wage and hour laws, including Title VII, the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Florida Civil Rights Act and the Florida Whistle-blower's Act. Michael also litigates unfair competition cases involving enforcement of non-compete agreements and misappropriation of trade secrets. He advises local governments and corporate clients on employee discipline, retention and termination, employment manuals and policies, and contract interpretation.

As the legal landscape of the workplace rapidly evolves, Michael helps his clients stay informed of the potential liabilities they face. He is a frequent writer and presenter on topics including sexual harassment, medical marijuana and anti-discrimination policies.

Prior to joining the firm, Michael practiced at one of the nation's largest labor and employment law firms where he gained experience

PRACTICE AREAS

- Governmental Affairs and Procurement
- 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

defending directors and officers, addressing errors and omissions, and defending professional liability lawsuits.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Human Resources Association of Broward County, Director of Legislative Affairs, 2018-2019

AWARDS & RECOGNITION

- *The Boca Raton Observer*, Top Lawyer, 2025
- Florida *Super Lawyers*, Rising Star, 2018-2021

PRESS MENTIONS

- *Cheers to a Fresh Start in the New Year: What Employers Need to Know for 2021*, Daily Business Review, December 17, 2020
- *Businesses That Are Temporarily Closing Worksites Face Hard Choices*, Society for Human Resource Management, July 6, 2020
- *'I've Said the Wrong Thing Plenty of Times': Male Attorneys React to Swift Suspension of Shook Hardy Partner*, Daily Business Review, July 27, 2018
- *New DOJ Focus on Harassment by State and Local Governments*, WSH Blog, March 2018
- *Verdict for BurgerFi in Overtime Case Clarifies Exempt Employee Criteria*, Daily Business Review, January 2017
- *Holiday Party Gone Wild? Avoiding Employment Liability*, Daily Business Review, December 2016
- *This is What You Need to Do in the Wake of the Overtime Injunction*, Entrepreneur Magazine, December 2016

PRESENTATIONS

- *Creating an Investigation Policy*, Florida Public Human Resources Association, Inc. (FPHRA), August 2, 2022
- *Legal Issues Surrounding COVID-19 Vaccination and Black and Minority Communities*, Weiss Serota Helfman Cole + Bierman, February 2021
- *Insurance Considerations in Employment Law*, The Seminar Group's Labor & Employment Law Conference, August 2020
- *Medical Marijuana and Other Prescription Drugs in the Workplace*, The Seminar Group's Labor & Employment Law Conference, August 2018
- *Managing Legal Liability for Employment Decisions Through Proper Documentation*, Florida Public Human Resources Association, July 2018
- *Panel discussion on a range of Labor & Employment Law topics*, South Florida Chapter of IPMA-HR, July 2017

Related Administrative Hearings
- Occupational Safety and Health
- Restrictive Covenants
- Unemployment Claims
- Wage and Hour Claims and Audits
- Workers Compensation
- Workplace Investigation
- Administrative Proceedings
- Appellate
- Civil Rights and Torts
- Labor and Employment Litigation

ADMISSIONS

Florida, 2011

U.S. Court of Appeals, First Circuit, 2014

U.S. Court of Appeals, Eleventh Circuit, 2013

U.S. District Court for the Southern District of Florida, 2012

U.S. District Court for the Middle District of Florida, 2012

U.S. District Court for the Northern District of Florida, 2011

EDUCATION

Nova Southeastern University

- *Medical Marijuana in the Workplace*, Society for Human Resources Management, March 2017

PUBLICATIONS

- *Preventing and Responding to Workplace Violence*, Daily Business Review, June 2019
- *Holiday Work Horror Stories From Parties Past*, Daily Business Review, December 2018
- *Zero Tolerance: Be Proactive About Sexual Harassment Policies*, Construction Today, February 2018

Shepard Broad Law Center, J.D., 2009

University of Central Florida, B.S., Finance, 2006