



# PAUL RYDER

PARTNER

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Paul T. Ryder, Jr. is Florida Bar Board Certified in Labor and Employment Law and represents municipal governments in South Florida.

Paul's employment experience includes advising clients on compliance with federal, state and local laws on employment discrimination, employee rights and benefits under the Fair Labor Standards Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Family and Medical Leave Act. Paul also drafts and reviews employment policies, employee handbooks, and employment contracts, and represents clients before the Equal Employment Opportunity Commission and the Florida Commission on Human Relations. Paul's federal and state court litigation experience includes employment discrimination and wage claims brought under federal and state statutes, as well as civil rights actions under state and federal law (including those where qualified immunity is implicated).

Paul's labor experience includes counseling clients on labor relations issues; negotiating, drafting, and interpreting collective bargaining agreements; handling grievance/arbitration and unemployment hearings; and litigating proceedings under the Public Employees

## 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](#)
- [Workplace Investigation](#)

Relations Act and the National Labor Relations Act.

Paul is a former police officer and sergeant of the Watertown Police Department in Massachusetts, and held elected positions as a Bargaining Agent and Vice President of the Watertown Police Patrolman's Association. After leaving law enforcement to become a lawyer, Paul practiced at a national firm in its labor and employment law group before starting and running his own law firm for over 10 years. Paul is certified by the Florida Supreme Court as a Circuit and County Court Mediator.

## AWARDS & RECOGNITION

- Best Lawyers in America®, Employment Law - Management, 2022 - present

## ADMISSIONS

Florida, 1991

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Southern District of Florida,  
1991

## EDUCATION

University of Miami Law, J.D.,  
1989

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University of Massachusetts,  
B.S., Criminal Justice, 1986

## CERTIFICATIONS

Board Certified by The Florida  
Bar in Labor and Employment  
Law

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Florida Supreme Court, Circuit  
and County Court Mediator