

## Timothy B. Strong

Timothy B. Strong practices in the areas of labor and employment law, representing management only. He has handled a broad range of matters including civil rights litigation, EEO compliance, sexual harassment investigations and litigation, Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) compliance and litigation, discrimination charges, wage and hour matters, collective bargaining and other union matters. Tim has obtained defense verdicts, for employers, in jury trials involving claims of race discrimination, racial harassment, retaliation, sex discrimination, sexual harassment, disability discrimination, breach of employment contract and workers' compensation retaliation.

### Representative Experience

- Coffman, Coleman, Andrews & Grogan, Jacksonville, FL  
Shareholder, 1990-2008

### Presentations and Publications

#### Presentations

- "Restrictions on Public Employer Searches of Their Employees After *City of Ontario v. Quon*," Speaker, Florida Association of Tax Collectors, 2010
- Clay County School Board, Supervisor Training, 2010
- "How to Handle an Employee Investigation," Speaker, Florida Tax Collectors 2009 Fall Conference, Orlando, FL, September 2009
- "Collective Bargaining: A Refresher and Update on Recent Developments," Speaker, Association of School Board Attorneys, 2004
- City of Jacksonville Beach, Harassment and Discrimination Training, 2004

### Professional Affiliations

- Federal Bar Association, Jacksonville Chapter: President, 1996-1997
- Jacksonville Bar Association: Member, Labor and Employment Law Section
- The Florida Bar: Labor and Employment Law Section and Local Government Law Section
- University of North Florida: Adjunct Professor in Employment Law, Spring 1992-1993

### Distinctions

**AV Peer Review Rated** by Martindale-Hubbell

**The Best Lawyers in America**, 2010-2012

**Florida Super Lawyers**, 2010-2011



### Shareholder

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### Practice Areas

Employment Law  
ERISA and Employee Benefits  
Labor Law/Unions  
Non-Competition and Trade Secrets  
Litigation

### Education

B.A., *cum laude*, University of South Florida, 1982  
J.D., *cum laude*, University of Florida College of Law, 1985 (Moot Court and Trial Competition Teams)

### Bar Admissions

Florida

### Court Admissions

U.S. Court of Appeals, Eleventh Circuit  
U.S. District Court, Middle District of Florida  
U.S. District Court, Northern District of Florida  
U.S. District Court, Southern District of Florida