



## Kevin D. Zwetsch

Kevin D. Zwetsch is Board Certified in Labor and Employment Law and has 25 years of experience in the field. He represents and defends employers and management before courts and administrative agencies throughout Florida. His practice covers all types of employment-related disputes, including discrimination and sexual harassment, disability claims, employment contracts and no-compete agreements, employee benefits (ERISA), union/management/NLRB, wage and hour/DOL, whistleblower and False Claim Act, FMLA and leaves of absence, affirmative action, and OSHA/safety. Mr. Zwetsch regularly counsels employers on compliance with multiple federal, state and local employment laws, and human resources issues and strategies. In addition, Mr. Zwetsch defends and counsels property owners against disability access claims under Title III of the Americans with Disabilities Act, and state and federal fair housing statutes.

### Representative Experience

- Previously held corporate management and leadership positions in Human Resource Management and Labor Relations 1982-1990.

### Presentations and Publications

#### Presentations

- "Curbing FMLA Abuse: How to Manage Manipulative Employees," Speaker, Lorman Education Services Teleconference, January 15, 2008
- "The Termination Process," Speaker, The Employment Process from A to Z, Sterling Education Services, Inc., Tampa, Florida, February 22, 2005
- "Avoiding a Failure to Properly Follow the Medical Certification and Recertification Process," Speaker, FMLA Update 2005: A Complete Update on How to Avoid the Top 7 FMLA Mistakes Employers Make, Council on Education in Management, Tampa, Florida, January 10, 2005
- "FMLA Update 2004: Overview of Recent Court Decisions," Speaker, Council on Education and Management, Tampa, Florida, January 28, 2004 and July 14, 2004
- "Solving the Employment Law Puzzle," Speaker, Employment Law Seminar, April 16, 2002
- "Home Front Update: Overview of Laws for Employee Background Checks and Military Leaves," Speaker, Suncoast Human Resource Management Association, January 9, 2002
- "Overview of the Uniformed Services Employment and Re-employment Rights Act of 1994 - USERRA," Speaker, St. Petersburg Chamber of Commerce, February 19, 2002 and March 20, 2002
- "On the Cutting Edge - Employee Background Checks," Speaker, Suncoast Human Resource Management Association, April 17, 2002

### Professional Affiliations

- American Bar Association: Labor and Employment Law Section
- Central Florida Human Resource Association
- The Florida Bar: Labor and Employment Law Section
- Hillsborough County Bar Association: Labor and Employment Law Section
- Orange County Bar Association
- Society for Human Resource Management



### Shareholder

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Tampa  
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### Practice Areas

Employment Law

### Industries

Hospitality  
Manufacturing  
Retail

### Education

J.D., With High Honors, University of Florida Levin College of Law, 1992  
(Order of the Coif)  
B.S., Cornell University, 1982

### Bar Admissions

Florida

### Court Admissions

Florida State Courts  
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



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### **Distinctions**

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

**The Best Lawyers in America**, 2006-2008

**Board Certified** in Labor and Employment Law, The Florida Bar

**Chambers USA**, 2007; listed as an Up and Coming Employment Lawyer in Florida

**Chambers USA**, 2008; listed as a Leading Employment Lawyer in Florida

**Florida Legal Elite**, *Florida Trend Magazine*, 2004-2005; ranked in the top 2% of practicing Florida Bar Members

**Florida Super Lawyers**, 2006-2008