



## James R. Wiley

OF COUNSEL

TAMPA

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CONNECT

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## Overview

Jim Wiley primarily practices EEO law, representing management in employment discrimination litigation in federal and state courts, and before governmental agencies. He also handles arbitrations.

Jim has handled several OSHA cases and represented employers in whistleblower litigation, employee tort suits, toxic tort litigation, and unemployment compensation matters. In addition, he has handled matters related to union contracts, the FLSA, equal pay disputes, due process, affirmative action, contract, and interference with business.

He has also developed a more general practice in complex federal litigation and appellate matters. For example, he has handled several large antitrust matters and developed experience in the law relating to Native Americans.

## Experience

- Jim represents management in complex employment discrimination litigation in federal and state courts, and before governmental agencies. He has represented management in several class action discrimination lawsuits in federal court.
- Jim regularly defends businesses in ADA public access disability lawsuits.

- He has handled a number of OSHA cases and represented employers in whistleblower litigation, employee tort suits, and unemployment compensation matters. He has also worked with union contracts, the FLSA, equal pay disputes, due process matters, affirmative action, contract actions, and interference with business actions.

## Areas of Focus

### Practices

- Labor & Employment
- Discrimination
- Health Care
- Hospitality
- Wage and Hour

### Industries

- Health Care

## Insights

04.05.2016

California Supreme Court Rules Employers Must Provide Suitable Seats to Workers When Reasonably Permitted by the Job and Circumstances

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02.27.2015

Key Employment And Immigration Issues Facing Banks Today

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12.17.2014

Employment and Immigration Issues Facing Banks

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05.22.2014

Wage and Hour Lawsuits Pose an Ongoing Threat

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12.02.2013

Hiring and Retaining Individuals with Criminal Histories

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07.31.2013

How to Control a Reduction in Force

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01.10.2012

NLRB Rules Against Class Action Waivers

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08.09.2011

Chronic Absenteeism and Employer Policy Violations Now Preclude Employees from Collecting Unemployment Compensation Benefits

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03.31.2011

ADAAA Regulations Alert

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03.15.2011

Florida Likely to Require Employers to Use E-Verify

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03.08.2011

Hiring the Unemployed

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03.04.2011

Supreme Court: Don't Retaliate Against One Employee to Get Back at Another

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03.04.2011

"Cat's Paw" Defense Diminished

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02.15.2011

No Overtime For Pharmaceutical Sales Reps

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07.22.2009

Obama Targeting I-9 Compliance

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01.30.2009

Lilly Ledbetter Fair Pay Restoration Act ("the Act")

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01.14.2009

Revisions to the Family & Medical Leave Act

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07.01.2006

Defending Certification of Employment and ERISA Class Actions

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06.01.2006

Labor & Employment Practice Case Bulletin

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05.01.2006

Summary Judgment of Employment Claims: The Requirement of an Adverse Employment Action

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04.11.2006

Is Hospital Liable When the Doctor 'Misbehaves'?

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04.01.2006

Disability Discrimination - Association for Disabled Americans v. Key Largo Bay Beach

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02.20.2006

Labor & Employment Practice Case Bulletin - February 2006

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05.24.2004

Rice-Lamar v. City of Fort Lauderdale: Concerned Citizen or Insubordinate Employee

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11.01.2000

EEOC v. Joe's Stone Crab - An Employment Law Primer

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News

07.09.2018

Super Lawyers Honors 81 Carlton Fields Attorneys on 2018 Florida “Super Lawyers” and “Rising Stars”

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08.15.2017

78 Carlton Fields Attorneys Named “Best Lawyers in America”

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06.23.2017

Florida Super Lawyers Ranks 92 Carlton Fields Attorneys as 2017 “Super Lawyers” and “Rising Stars”

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## Recognition

- AV Rated by Martindale-Hubbell
- *The Best Lawyers in America*, Employment Law – Management, Labor Law – Management (2008–2025)
- Florida Super Lawyers, *Super Lawyers Magazine* (2006–2007, 2010–2019)

## Professional & Community Involvement

- American Bar Association
  - Labor and Employment Law Section
- Academy of Florida Management Attorneys
- Association of American Trial Lawyers
- Federal Bar Association
- The Florida Bar
  - Labor and Employment Law Section
- Hillsborough County Bar Association
- Guardian Ad Litem Guild
  - Past President
- Stagesetters
  - Treasurer
- Stageworks Theatre
  - Board of Directors

# Credentials

## Education

- University of Florida College of Law (J.D., with honors, 1983)
  - Order of the Coif
  - Phi Beta Kappa
- University of Florida (B.A., with honors, 1978)
- Yale University

## Bar Admissions

- Florida

## Court Admissions

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