



# Janet Goldberg McEnery

OF COUNSEL

TAMPA

813.229.4187

813.229.4133

CONNECT

[jmcenery@carltonfields.com](mailto:jmcenery@carltonfields.com)

## Overview

Janet Goldberg McEnery represents and counsels employers in all aspects of labor and employment law, including defending claims of employment discrimination, minimum wage/overtime, employment contract, and whistleblower claims.

Janet collaborates closely with her clients to find solutions that benefit both the organization and its employees, identifying ways to not only resolve immediate issues but also foster a positive work environment. Her clients include private, public, and nonprofit employers, such as businesses, hospitals, medical practices, restaurants, hotels, wagering facilities, manufacturers, financial institutions, government contractors, municipalities, landscape contractors, insurance companies, independent insurance agencies, and educational institutions.

With more than 30 years of experience as an NLRB trial attorney, employment defense litigator, and trusted legal adviser, Janet's practice covers the range of labor and employment law matters. Her experience includes defending discrimination and wrongful discharge claims through jury trial; defending class actions; representing employers before the National Labor Relations Board, the Equal Employment Opportunity Commission, and in audits before the Department of Labor, Department of Homeland Security, and Department of Justice; advising/defending ADA public accommodations claims; advising employers on union-related issues; representing employers in arbitration and collective bargaining; handling affirmative action issues, drafting affirmative action

programs, and representing employers in compliance reviews; developing drug-testing and other policies; advising employers about newly adopted legislation; preparing employee handbooks; and counseling and litigating confidentiality and noncompete agreements.

Janet is a frequent lecturer and author on a wide variety of topics related to labor and employment law. She also provides interactive training for clients on such topics as preventing harassment and discrimination claims and complying with wage and hour laws.

Janet is board certified by the Florida Bar in labor and employment law.

## Areas of Focus

### Practices

- [Labor & Employment](#)

## News

04.25.2024

Janet Goldberg McEnergy Interviewed in Tampa Bay Business Journal: “Tampa Attorneys Weigh in on Non-Compete Ban: It's 'Taking a Sledgehammer to the Issue'”

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04.01.2024

Janet Goldberg McEnergy Featured in Westlaw Today: “Carlton Fields Adds Labor and Employment Counsel in Florida”

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04.01.2024

Janet Goldberg McEnergy Featured in Attorney at Law Magazine: “Leading Labor and Employment Attorney Janet Goldberg McEnergy Joins Carlton Fields”

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04.01.2024

Janet Goldberg McEnergy Featured in Law360 “Carlton Fields Adds Stearns Weaver Employment Pro in Fla.”

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04.01.2024

Leading Labor and Employment Attorney Janet Goldberg McEnery Joins Carlton Fields

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## Recognition

- *Chambers USA* (2020–2023)
- *The Best Lawyers in America* (2009–2023)
- Florida Super Lawyers, *Super Lawyers Magazine* (2007–2024)
- Tampa Bay's Top Lawyers, *Tampa Bay Magazine*
- Florida Legal Elite, *Florida Trend Magazine* (2010, 2013)

## Professional and Community Involvement

- Academy of Florida Management Attorneys
  - President and Board Member (2011–2016)
- American Bar Association
- The Florida Bar
  - Labor and Employment Law Section
- Florida Public Employer Labor Relations Association
- Greater Brandon Chamber of Commerce
  - Chair, Quarterly HR Forum
- Hillsborough County Bar Association
- HR Tampa
- Illinois State Bar Association
- The Missouri Bar
- Society for Human Resource Management
- University of South Florida
  - Adjunct Professor of Employment Law (2018–2020)

## Speaking Engagements

- "Remote Work: Is it Working?," HR Florida Conference and Expo (August 2023)
- "Labor and Employment for Florida Public Officials and Regulated Employees," Florida Association for Constitutional Officers (July 2023)

- "The Challenges Employers Face in FMLA and ADA Compliance," Florida Public Human Resources Association 87th Annual Conference (July 2023)
- "What to Know: Expanding E-Verify Requirements," St. Petersburg Area Chamber of Commerce (July 2023)
- "You Be the Judge!," Florida Public Human Resources Association 86th Annual Conference (August 2022)
- "The Times Are a Changing – Dual Filed Charge With the EEOC & FCHR," HR Florida (July 2022)
- "Accommodations Under the ADA and Title VII," Florida Public Human Resources Association (June 2022)
- "Employment Law Potpourri – Labor and Employment Trends to Watch in 2022," Florida Tax Collectors Association (April 2022)

## Credentials

### Education

- University of Illinois College of Law (J.D.)
- State University of New York at Buffalo (B.A., magna cum laude)

### Bar Admissions

- Florida
- Illinois
- Missouri

### Industry Specialization

### Certifications

- Labor and Employment Law

### Court Admissions

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

### Clerkships

- Hon. James L. Foreman, U.S. District Court, Southern District of Illinois