



# R. Quincy Bird

ASSOCIATE

TAMPA

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CONNECT

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## Overview

Quincy Bird advises and advocates on behalf of employers on a wide range of labor and employment matters.

As a former law clerk in the U.S. District Court for the Middle District of Florida, Quincy is well-equipped as a litigator to respond and defend employers against all manners of state and federal employment claims, including Title VII, FMLA, ADA, and FLSA classification and compliance issues.

Quincy's unique experience also includes several years in-house with a growth-phase private equity real estate firm, and he has significant experience crafting effective and enforceable policies and processes for employers, including in the emerging areas of employer biometric data collection, parental leave, and the personal and business use of social media. He also advises on the use and enforcement of employee arbitration agreements, noncompetition agreements, and other restrictive covenants.

Raised in Alaska, Quincy enjoys Tampa's year-round fishing and boating season with his wife and three daughters, as well as cheering for the Tampa Bay Lightning.

## All Insights

- 06.22.2021 [Practical Issues for Transitioning to a Post-Pandemic Workplace](#)
- 12.17.2020 [Mandating COVID-19 Vaccines in the Workplace: EEOC Issues Updated Guidance](#)
- 12.15.2020 [Arbitration Provision Survives Agent Termination](#)
- 09.14.2020 [DOL Revises and Clarifies Temporary Rule Relating To the Families First Coronavirus Response Act](#)
- 04.03.2020 [Practical Workplace Issues: The Latest from DOL and the EEOC Regarding COVID-19](#)

- 03.20.2020 Understanding the Key Employer Requirements of the Federal Families First Coronavirus Response Act
- 
- 03.18.2020 My Clients Are Canceling Contracts and Demanding Refunds, but I've Already Paid Commissions to My Sales Force ... What Do I Do?
- 
- 04.04.2019 Be Prepared for the Next Wave of Biometric Data Laws: Five Tips for Businesses
- 
- 03.20.2019 Be Prepared for the Next Wave of Biometric Data Laws: Five Tips for Businesses

## All News

- 08.16.2018 Former Senior VP from Tampa General Lands at One of Tampa Bay's Largest Law Firms
- 
- 08.15.2018 Tampa General Hospital's SVP, Compliance, Legal, and Risk Management Jonathan "Tre" Dixon III Joins Carlton Fields

## Recognition

- *The Best Lawyers in America: Ones to Watch*, Labor and Employment Law – Management, Litigation – Labor and Employment (2021–2022)

## Professional & Community Involvement

- Cristo Rey Tampa High School, Engage 364
- Captains for Clean Water
- The Federalist Society
- Society of St. Joseph

## Credentials

### EDUCATION

- Stetson University College of Law (J.D., cum laude, 2013)
- Catholic University of America (B.A., magna cum laude, 2005)

### BAR ADMISSIONS

- Florida

### COURT ADMISSIONS

- Florida State Courts
- U.S. District Court, Middle District of Florida

### CLERKSHIPS

- Hon. James D. Whittemore, U.S. District Court, Middle District of Florida

## Background

- Law Clerk to the Honorable James D. Whittemore, U.S. District Court, Middle District of Florida (2018)
- Avesta, Tampa, FL
  - Attorney-Director of People Development (2016-2018)
  - Attorney-Director of Compliance (2015-2016)
- Associate, Shumaker, Loop & Kendrick LLP, Tampa, FL (2013-2015)

## Areas of Focus

### PRACTICES

- Business Transactions
- Class Actions
- Labor & Employment
- White Collar Crime & Government Investigations

### INDUSTRIES

- Real Estate
- Securities & Investment Companies