



# Allison Oasis Kahn

SHAREHOLDER

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## Overview

Allison Kahn is board certified in Labor and Employment Law by The Florida Bar. Board certification means she has been evaluated for professionalism and tested for special expertise, knowledge, and skill. She is one of only approximately 200 lawyers in Florida to hold this distinction in her practice area.

Allison represents entities of all sizes across sectors including health care, hospitality, banking, telecommunications, and education. She regularly appears before the U.S. Equal Employment Opportunity Commission, the U.S. Department of Labor, the Florida Commission on Human Relations, county fair employment practice agencies, and in state and federal court.

She tries employee claims of discrimination, hostile work environment, and retaliation based on race, religion, national origin, sex, age, disability and other protected characteristics under the Florida Civil Rights Act, Title VII, the Age Discrimination in Employment Act, and the Americans with Disabilities Act. Her management clients look to her for advice and defense under the Whistleblower Protection Act and the Family and Medical Leave Act (FMLA).

Allison has investigated and defended against employee claims of workplace sexual orientation and gender identity discrimination and retaliation. She regularly writes and speaks on workplace issues that affect her clients, such as LGBTQ non-discrimination and gender transition workplace policies.

Allison has completed more than 300 employee pay classification audits (exempt/nonexempt from overtime), which enriches her practice of defending employers against misclassification claims, and in collective actions under the Fair Labor Standards Act. She also litigates joint employment, employee and independent contractor classifications, and structures internship programs to comply with wage and hour laws.

Allison prosecutes violations of non-competition agreements. She defends schools in sex-based discrimination in education claims (Title IX). And, she defends businesses, public accommodations, against claims of access discrimination, including website accessibility.

She tries grievances pursuant to collective bargaining agreements in many arbitration forums. And, on behalf of her brokerage firm clients, Allison litigates employment disputes before the Financial Industry Regulatory Authority (FINRA).

Allison was drawn to the practice of labor and employment law because it involves complex workplace relationships, and stories with a human component. Beyond her practice, she does pro bono work and recently completed a three-year term investigating attorney misconduct as an appointed member of The Florida Bar Grievance Committee, ultimately serving as chair in 2018.

Early in her career, she clerked for the Honorable Gary Farmer of Florida's Fourth District Court of Appeal. This experience broadened her understanding of the practical considerations that shape court decisions,

and informs her practice today.

## All Insights

02.10.2022	Sexual Harassment Claims, Individual and Classwide, Can No Longer Be Forced to Arbitration by Employers
01.14.2022	The Status of Vaccination Mandate Laws: What Is Being Enforced?
09.27.2021	Performance Feedback in the Age of Cancel Culture
09.10.2021	White House Announces Vaccine Mandates for Large Employers
06.26.2020	Six Tips to Step up Employment Policies After the Blockbuster Supreme Court LGBT Ruling <i>Tampa Bay Business Journal</i>
11.28.2018	The Future Of LGBT Protections: Will High Court Weigh In?
11.29.2017	Matt Lauer Too? Unlike Cats, VIPs No Longer Have Nine Lives
11.22.2016	Injunction Placing New Overtime Rule on Hold Affects Employers in Every Industry
09.02.2016	Ivanka Trump Intern Controversy Offers Key Reminders for Businesses
10.11.2015	4 Reasons Why Companies Can Ask Exempt Employees to Work for 'Free'
10.01.2015	5 Workplace Safety Tips to Protect Employees from Violent Co-Workers (While Complying with Employment Laws) <i>Women's Chamber of Commerce of Miami-Dade County</i>
08.26.2015	5 Workplace Safety Tips to Protect Employees from Violent Co-Workers (While Complying with Employment Laws)
08.23.2015	Unpaid Internships: Tips for Avoiding Legal Liability
08.02.2015	An HR Challenge: Finding and Fixing Overtime Misclassifications in 4 Steps
01.08.2015	The Benefits of Settling Employee Wage Claims Through the Department of Labor
12.02.2013	Hiring and Retaining Individuals with Criminal Histories
09.23.2013	8 Tips to Help Health Care Providers Minimize Possible Wage Liability for Student Interns

08.09.2011	Chronic Absenteeism and Employer Policy Violations Now Preclude Employees from Collecting Unemployment Compensation Benefits
03.31.2011	ADAAA Regulations Alert
03.04.2011	"Cat's Paw" Defense Diminished
03.04.2011	Supreme Court: Don't Retaliate Against One Employee to Get Back at Another
07.17.2009	Eleventh Circuit: Consent to Join Doesn't Entitle a Putative Plaintiff to Discovery in a Suit Filed as an FLSA Collective Action <i>Tort, Trial &amp; Insurance Practice Section Employment Law and Litigation Committee Newsletter</i>
01.30.2009	Lilly Ledbetter Fair Pay Restoration Act ("the Act")
01.01.2006	Force Majeure: Risk Allocation for Unforeseeable Events
01.31.2005	Declaratory Relief: The Antidote to Bad Faith <i>ABA Insurance Coverage Litigation Committee CLE Seminar</i>

## All News

11.05.2021	Carlton Fields' Allison Oasis Kahn Quoted in Associated Press Coverage of Federal Vaccine Rules
09.10.2021	Carlton Fields' Allison Oasis Kahn Quoted in Media on Federal COVID-19 Vaccine Mandate
08.17.2021	Understaffed Employers Struggle with Vacation Demands
06.28.2021	Carlton Fields Named Top Firm and Attorneys Named Legal Leaders in Florida Trend's 2021 "Legal Elite"
05.19.2021	Carlton Fields' Allison Kahn Quoted in Daily Business Review on COVID-19 Labor and Employment Litigation
04.30.2021	'Easy' Part of Tip Rule Takes Effect, Other Provisions in for More Study
06.19.2020	Carlton Fields' Allison Oasis Kahn Featured in Tampa Bay Business Journal on Supreme Court's Ruling on Title VII of Civil Rights Act
07.01.2019	Carlton Fields' Allison Oasis Kahn Board Certified in Labor and Employment Law by The Florida Bar

11.28.2018	Allison Oasis Kahn Authors Article in Law360 on Pending LGBT Protections Under Titles VII and IX
09.24.2018	Carlton Fields Shareholder Quoted in Labor and Employment Trend Report
05.17.2018	Returns: Solving Both Resume Gaps and Skills Gaps
04.11.2018	Allison Oasis Kahn Authors Article in Law360 on Reasonable ADA Leave
02.28.2018	Harassment in the Workplace: On Your Best Behavior
10.27.2017	Lawyers Explain What The Restaurant Industry Needs To Do To Protect Women
02.21.2017	Carlton Fields Wins Jury Verdict For Mercy Hospital In Nurse's \$2M Whistleblower Suit
01.01.0001	Carlton Fields' Allison Oasis Kahn Featured in Business Journal on Six Steps for Employers to Enact After Supreme Court LGBT Ruling

## Recognition

- Board Certified in Labor and Employment Law by The Florida Bar
- Florida Legal Elite, *Florida Trend Magazine* (2020–2021)
- Top Lawyers, *Palm Beach Illustrated* (2021)

## Professional & Community Involvement

- Academy of Florida Management Attorneys
  - Membership by invitation only for preeminent practitioners of labor and employment law.
- The Florida Bar
  - Chair (2018); Member (2016–2017), Fifteenth Circuit Grievance Committee "A"
- Craig S. Barnard American Inn of Court (2005–2008)
- Federal Bar Association, Palm Beach County
- Women's Foundation of Florida
  - Women on Board Leadership Academy (2020)
- Florida Association for Women Lawyers, Palm Beach County
- Palm Beach County Bar Association
  - Labor & Employment Committee (2005)
  - Committee for Diversity and Inclusion (2011–2012)
  - Co-Chair, Gender Equities Subcommittee (2011–2012)

# Speaking Engagements

- "Performance Feedback in the Age of Cancel Culture," Core Triangle Consulting and The Norfus Firm (September 20, 2021)
- "Rights and Obligations of Employers and Public Accommodations Under the Americans with Disabilities Act During COVID-19," 2020 Academy of Florida Management Attorneys Annual Meeting (October 9, 2020)
- "Back to School: Distance Learning, Contracts, and Other Pandemic Challenges" (April 22, 2020)
- "Let's Talk About 'Sex': Embracing Nondiscrimination of LGBT Employees," 2019 HR Florida Conference & Expo, Orlando, FL (August 28, 2019)
- "Wage and Hour Workshop," Carlton Fields, Miami, FL (October 26, 2016)
- "Wage and Hour Workshop," Raymond James Stadium, Tampa, FL (October 25, 2016)
- "New Wage and Hour Laws and How They Will Impact Law Firms," Palm Beach County Chapter of the Association of Legal Administrators (August 9, 2016)
- "Women in the Law," Palm Beach County Bar Association Diversity Luncheon (October 2012)
- "Flex What? – Flex Time: What Is It, How It Works, and the Benefits to Both Attorneys and Firms," Palm Beach County Chapter of the Florida Association for Women Lawyers (April 2011)
- "Workplace Issues in Employee Relations," Employment Law for Accountants Seminar, West Palm Beach, FL (November 12, 2009)

## Credentials

### EDUCATION

- Nova Southeastern University Shepard Broad College of Law (J.D., magna cum laude, 2001)
  - Book Awards: Antitrust, Advanced Criminal Procedure, Medical Malpractice, and Trademark and Unfair Competition
- Georgia Southern University (B.A., 1998)

### BAR ADMISSIONS

- Florida

### INDUSTRY SPECIALIZATION CERTIFICATIONS

- Labor and Employment Law

### 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
- Florida State Courts

### CLERKSHIPS

- Hon. Gary M. Farmer, Florida Fourth District Court of Appeal

## Areas of Focus

### PRACTICES

- Appellate & Trial Support
- Class Actions

### INDUSTRIES

- Health Care

- Discrimination
- FINRA Litigation, Enforcement and Investigations
- Labor & Employment
- Litigation and Trials
- Property & Casualty Insurance
- Securities and Derivative Litigation
- Telecommunications
- Wage and Hour

## In The Spotlight

Allison explains the different types of labor exemptions that could affect your startup business.

<http://www.youtube.com/watch/yz8V1yHrPbU>