



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.

All Insights

04.04.2016 California Supreme Court Rules Employers Must Provide Suitable Seats to Workers When Reasonably Permitted by the Job and Circumstances

02.27.2015 Key Employment And Immigration Issues Facing Banks Today

12.17.2014	Employment and Immigration Issues Facing Banks
05.21.2014	Wage and Hour Lawsuits Pose an Ongoing Threat
12.02.2013	Hiring and Retaining Individuals with Criminal Histories
07.31.2013	How to Control a Reduction in Force
01.09.2012	NLRB Rules Against Class Action Waivers
08.09.2011	Chronic Absenteeism and Employer Policy Violations Now Preclude Employees from Collecting Unemployment Compensation Benefits
03.31.2011	ADAAA Regulations Alert
03.15.2011	Florida Likely to Require Employers to Use E-Verify
03.08.2011	Hiring the Unemployed
03.04.2011	"Cat's Paw" Defense Diminished
03.04.2011	Supreme Court: Don't Retaliate Against One Employee to Get Back at Another
02.15.2011	No Overtime For Pharmaceutical Sales Reps
07.22.2009	Obama Targeting I-9 Compliance
01.30.2009	Lilly Ledbetter Fair Pay Restoration Act ("the Act")
01.13.2009	Revisions to the Family & Medical Leave Act
07.01.2006	Defending Certification of Employment and ERISA Class Actions
05.31.2006	Labor & Employment Practice Case Bulletin
04.30.2006	Summary Judgment of Employment Claims: The Requirement of an Adverse Employment Action
04.10.2006	Is Hospital Liable When the Doctor 'Misbehaves'?
04.01.2006	Disability Discrimination - Association for Disabled Americans v. Key Largo Bay Beach

02.20.2006 Labor & Employment Practice Case Bulletin - February 2006

05.24.2004 Rice-Lamar v. City of Fort Lauderdale: Concerned Citizen or Insubordinate Employee

11.01.2000 EEOC v. Joe's Stone Crab - An Employment Law Primer

All News

07.09.2018 Super Lawyers Honors 81 Carlton Fields Attorneys on 2018 Florida "Super Lawyers" and "Rising Stars"

08.15.2017 78 Carlton Fields Attorneys Named "Best Lawyers in America"

06.23.2017 Florida Super Lawyers Ranks 92 Carlton Fields Attorneys as 2017 "Super Lawyers" and "Rising Stars"

Recognition

- AV Rated by Martindale-Hubbell
- Florida Super Lawyers, *Super Lawyers Magazine* (2006–2007, 2010–2019)
- *The Best Lawyers in America*, Employment Law – Management, Labor Law – Management (2008–2022)

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

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

BAR ADMISSIONS

- Florida

Areas of Focus

PRACTICES

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

INDUSTRIES

- Health Care