Jacqueline Prats

Associate

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Overview

Jacqueline Prats is an associate in the Litigation & Dispute Resolution and Employment Law Practice Groups. Jacqueline assists businesses with commercial disputes and litigation, as well as regularly advises employers on compliance with federal and state employment law. She also represents employers in government investigations and litigation of employment claims. Prior to joining the firm, Jacqueline was a Federal Judicial Intern at the U.S. District Court, Middle District of Florida, and served as a Summer Associate at Trenam.

Representative Matters

- Won summary judgment on behalf of employer in federal harassment and retaliation case.
- Successfully defeated a summary judgment motion in a multi-count breach-of-contract and deceptive trade practices case on behalf of a business client,leading to resolution of claims out of court.
- Successfully moved class-action Fair Labor Standards Act claims against employer from court to arbitration.
- Assisted in blocking opponent's demand for attorneys' fees, resulting in six-to seven-figure reduction of client's potential liability.
- Assisted in winning summary judgment in complicated trade-secrets misappropriation case, leading to resolution of claims out of court.
- Represented numerous employers in drafting and review of employment documents including employee handbooks, workplace policies, and employment agreements.
- Represented businesses in negligence claims, defamation claims, contract disputes, and collections matters.
- Represented employers of varying sizes against charges of gender, sexual orientation, race, age, and disability discrimination filed with federal, state, and local administrative agencies.
- Represented employers of varying sizes against claims of wage-and-hour violations, trade secret misappropriation, harassment, discrimination, and retaliation, in both federal and state court.
- Represented companies and individuals in prosecution and defense of non-compete and other restrictive covenant claims.

Honors and Distinctions

- *Florida Super Lawyers,* Rising Star, Employment Litigation: Defense, 2019 - 2022
- *Florida Trend's Legal Elite*, Up & Comers, 2019
- The Florida Bar Labor and Employment Section,*Checkoff*Newcoming Author of the Year Award, 2020

Professional Involvement

- American Bar Association, Labor & Employment Section
- Hillsborough County Bar Association, member
- Florida Bar

Alternate Contact

Lorraine S. Valente
Legal Assistant
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Practice Areas

- Litigation and Dispute Resolution
- Employment

Education

- J.D., summa cum laude, Stetson University College of Law, 2015
  - Executive Editor, *Stetson Law Review*
  - *Stetson Law Review's* Darby Award for leadership and dedication
  - Wehle Award for best performance in trial advocacy section
- B.F.A., with honors, Theatre, New York University, 2007

Admissions

- Florida
- United States District Court, Middle District of Florida
- United States Court of Appeals, Eleventh Circuit

- Florida Association for Women Lawyers (FAWL), Student Member
- Bay Area Legal Services (BALS)
- Tampa Connection, Class of 2020

Community Involvement

- Kinney Karate, Martial Arts Instructor
- Family Forms Clinic for Bay Area Legal Services
- Stageworks Theatre, Community Engagement Committee

Thought Leadership

- ABA-TIPS/ABOTA National Trial Academy, Participant, September 2022
- "Jacqueline Prats discusses the EPA Supreme Court Decision on Ruling Making Power from DOL, EEOC, and NLRB," *SHRM*, July 2022
- "Diversity Initiatives and the Backlash of Reverse Discrimination Claims," *The Florida Bar Journal,* August 2021
- "Jaqueline Prats Discusses Perfect Attendance Policies," *SHRM Online*, May 2021
- "New NLRB Decision Eases Restrictions on Keeping Harassment investigations Confidential," Author, *Modern Restaurant Management*, January 2020
- "SCOTUS Resolves Circuit Split on Administrative Exhaustion as Jurisdictional Requirement," Author, the *Checkoff*, August 2019
- "Are ArbitrationAgreements Necessary for Class-Action Waivers to Be Enforceable?," Author, Florida Bar Journal, Vol. 92, No. 9, November 2018
- "2018 Midwinter Treatise Supplement: The Fair Labor Standards Act," Contributing Author, Forthcoming 2018
- "The Decision That Could Alter Employment Contracts for Restaurants," Author,FSR Magazine,June 2018
- "Hot Topics in Whistleblower Law," Speaker, Federal Labor Standards Legislation Subcommittee of the Labor & Employment Law Section of the ABA, February 2018