



LINDA BOND EDWARDS, ESQ.

Business and Contract Law, Civil Litigation, Civil Rights, Commercial, Employment and Labor Law, Healthcare, Personal Injury

Linda Bond Edwards is an arbitrator and mediator with more than 25 years of experience in employment and labor law.

As a neutral, Ms. Edwards has resolved matters such as breach of contract, employment discrimination, employee misclassification, disputes regarding overtime and minimum wage, the family and medical leave act , attorney fee disputes, estate disputes, franchise disputes, personal injury, defamation, and time share terminations in the healthcare, sports and entertainment, franchising, gig economy, and education fields. Linda has also served as chief negotiator in public and private collective bargaining.

She focuses on getting adverse parties into a conversation to reach a resolution and believes in listening to different points of view, especially on divisive topics without being judgmental.

As an attorney, Ms. Edwards has represented public and private employers in matters involving Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, the Florida Civil Rights Act, and state and federal constitutional claims before state and federal administrative and judicial forums.

Ms. Edwards worked in corporate human resources for more than a decade before becoming a lawyer, and during the course of her legal career she has made more than 75 presentations to HR groups and associations on topics ranging from discrimination and retaliation, implicit bias, sexual harassment, labor law, and ethical considerations for elected officials. Her article on workplace bullying was identified as one of the best employment law articles for 2014 and was included in the University of Michigan Ross School of Business curriculum. She is AV-Rated by Martindale-Hubbe.

Aside from her career, she enjoys reading, cooking, and spending time with family and friends. Ms. Edwards also devotes time to nonprofit organizations that seek to improve the lives of women and girls, and impact hunger and homelessness.

AREAS of EXPERIENCE

- Business and Contract Law
- Commercial Litigation
- Entertainment
- Civil Litigation
- Education
- Healthcare
- Civil Rights
- Employment and Labor Law
- Personal Injury

REPRESENTATIVE MATTERS

- *Robyn Rush v. City of High Springs*, February 23, 2012, The First District Court of Appeal held that questions and answers in a law enforcement pre-employment polygraph examination are exempt from the public record. Robyn Rush, represented by retired University of Florida professor Joseph Little, argued that the City of High Springs violated Florida Statutes Chapter 119 when the City redacted the polygraph examination questions and answers from a document she requested. The City argued and the Court

agreed that the plain language of the exemption found in Chapter 119.071(1)[1] applied in this case. Although Mr. Little had various arguments regarding legislative intent and why the exemption did not apply, the Court rejected his arguments and stated that if the meaning of the statute is clear, the court's task is to apply the plain language of the statute. Linda Bond Edwards argued on behalf of the City that the exemption was clear on its face. Because truthfulness and honesty are necessary traits for law enforcement officers, there was no question that the polygraph was used to measure a legitimate employment characteristic. The Court agreed with her that all of Rush's arguments came back to the fact that the polygraph was an examination given in the course of employment to determine the fitness of an applicant for employment, thereby squarely meeting the language of the exemption.

- *Hines v. J-Curt*, Defeated a motion for spoliation in a Fair Labor Standards Act case where the plaintiff alleged that J-Curt, Inc. d/b/a McDonald's destroyed payroll records. The Court found that the Defendant did not have a duty to retain the records longer than the statutorily required time period because the Defendant did not know that the plaintiff intended to file a lawsuit. The Court also granted the Defendant's motion to strike portions of a witness affidavit that contained hearsay and was not based on the affiant's personal knowledge.

LECTURES and PUBLICATIONS

- Author, *Avoiding FLSA Violations When Using Paid Leave as Salary*, HRDive June 2023
- Author, *Employment Lawyers are Revisiting Pay Practices after Fair Labor Standards Act Rulings* Bloomberg 2023
- Author, *Out with the New, Recission of U. S. Department Of Labor Rule Regarding Independent Contractors*, JD Supra, 2022
- Co-Author, *Gender Dysphoria, The ADA And What It Could Mean for Employers in The Future*, JD Supra, 2022
- Co-Author, *Florida Businesses Can Do More When Aiding Gig Economy Workers in Emergencies Without Worry of Liability*, JD Supra, 2022
- Author, *How to Avoid FLSA Retaliation, Don't Miss the Oral Complaints*, 2022
- Author, *HR Legal Hot Topics: Remote Working, Returning to Normal*, Presentation, Florida Court Clerks and Comptrollers Association, 2022
- Speaker, *Avoiding the Hidden Secrets of the FLSA*, Webinar, HR Collier, 2022
- Author, *Communicating in Your Organization*, Presentation, Jim Moran Institute for Global Entrepreneurship, Small Business Executive Program, Presentation, 2022
- Co-Presenter, *Employment Law Update*, HR Tallahassee Conference: The Great Recovery (SHRM Big Bend), 2022
- Co-Presenter, HR Tallahassee, Big Bend SHRM, 2022
- Speaker, *How Leaders Lead Human Resources, The First or Next Chapter*, Entrepreneurship Boot Camp for Veterans' Families, 2022
- Speaker, *Uncovering FLSA Secrets; Don't Be Caught in The Dark!* Charlotte County, Society for Human Resource Management (SHRM), 2022
- Speaker, *Human & Organizational Management and Resources*, University of Florida Graduate Course for Natural Resources Management Program, 2022
- Author, *Religious Freedom Threatened by Religious Vaccine Exemptions*, 2021
- Author, *What Is Work? Why Onsite Managers Might Be Due Overtime Pay*, Florida Manufactured Housing Association Newsletter, 2021
- Author. *What COVID Can Teach Employers for Hurricane Season*, Law360, 2020

- Author, *Back To Work? Not So Fast! First, Employers Should Look at Guidance*, Daily Business Review, 2020
- Co-Author *Coronavirus Q&A: A Legal Resource Guide for Employers*, 2020
- Author, *Workplace Romance: Do You Have a Policy for That? If You Don't You Should*, Modern Restaurant Management, 2020

- Speaker, *Unleashing the Treasure Within: Understanding The Real Value Of DEI*, Performance Innovation Institute, Tallahassee Community College, 2021
- Speaker, *Americans with Disabilities Act: Good Practice Still Works*, Florida County Clerks and Comptrollers, 2021
- Speaker, *Communicating in Your Organization*, Jim Morgan Small Business Executive Program, 2021
- Speaker, *Employment Law Concerns*, CEO Roundtable Event for Florida Society of Association Executives, 2021
- Co-Presenter, *Lawyers Provide Insight for Human Resource Professionals*, Center for Human Resource Management, 2021
- Co-Host, *A Closer Look at One Fortune 500 Company's Diversity, Equity & Inclusion Efforts*, Legally Qualified Podcast, 2021
- Speaker, *Managing the Workplace Bully*, FSAE Tallahassee Power Hour, 2021
- Panelist, *Ladies of Justice Tea*, FSU Black Law Students Association, 2021
- Speaker, *How Leaders Lead*, The Florida Bar Leadership, 2021
- Speaker, *Keeping Tabs on The COVID Crisis*, Presentation, The Florida Bar Labor & Employment Section - November 2020
- Panelist, *COVID-19 And Public Employment: What We Learned and What's to Come*, Panelist, 46th Annual Public Employment Labor Relations Forum - October 2020
- Speaker, *The Organizational Impact of Diversity: More Than Numbers and Statements*, Small Business Leadership Conference, 2020
- Speaker, *Time to Toss the Pre-COVID-19 Employment Handbook? Maybe – Maybe Not*, Greater Tallahassee Chamber of Commerce, 2020
- Speaker, *Human Resources After COVID-19*, Big Bend Chapter, Society of Human Resource Management, 2020
- Co-Presenter, *Reopening Law Firms, Businesses, And Other Establishments*, Orange County Bar Association Webinar, 2020
- Employee Training, City of Haines City, FL, 2020
- Speaker, *Practicing Before State Labor and Employment Agencies*, Florida Bar Association, 2020
- Moderator, *Practicing Before State Labor & Employment Agencies*, Florida Commission on Human Relations – The Investigative Process, 2020
- Speaker, *Ethics Presentation*, Florida Court Clerks and Comptrollers, 2020
- Panelist, *EEO Law Webinar*, University of Florida Law School, 2020

HONORS and AWARDS

- AV-Rated by Martindale-Hubble
- Recognized as a Florida Legal Elite and Super Lawyer by Florida Trend magazine
- Member of the Executive Council of the Labor and Employment Section of the Florida Bar

LEGAL EXPERIENCE

- Employment Lawyer, Mediator, Arbitrator, Rumberger, Kirk & Caldwell, 2006-Present
- Attorney, Allen Norton and Blue, 2003-2006
- Director, Human Resources, Verizon (formerly GTE), 1979-1992

PROFESSIONAL LICENSES and ADMISSIONS

- Florida State Bar
- United States District Court, Florida, All Districts
- United States Court of Appeals, Eleventh Circuit

PROFESSIONAL AFFILIATIONS and ASSOCIATIONS

- National Bar Association, Women Lawyers Division
- Tallahassee Women Lawyers
- Florida State College of Law Alumni Association
- Governance Chair, The Village Square
- Board Of Directors and Governance Chair, Institute for Non-Profit Innovation and Excellence
- Delta Sigma Theta Sorority, Inc., Tallahassee Alumnae Chapter
- National Bar Association

EDUCATION

- Certification In Circuit Civil Mediation Florida State Supreme Court
- Florida State University College of Law, J.D.
- University Of Tennessee at Martin, B.S.