

Areas of Practice

Employment
Labor
Wage and Hour

Education

J.D., University of Houston
Law Center, 1991

B.S., Cornell University,
School of Industrial & Labor
Relations, 1984

Certifications

Board Certified in Labor &
Employment Law by The Florida Bar

Certified in Florida Public Sector
Labor Relations by The Florida
Public Employer Labor Relations
Association

Memberships

Co-Founder, First Coast Lawyers
Forum
2001-Present

Chair, HR Council, Greater Northeast
Florida Chapter, Associated Builders
and Contractors
2008-present

Florida Bar Association
Labor/Employment Law Section,
2000-Present
Trial Lawyers Section
2003-Present

Jacksonville Bar Association, Chair,
Client Dispute Resolution Committee
2007-2010

Texas Bar Association,
Labor and Employment
Law Section, 1992-Present

Military

U.S. Army (1984-1988)

3rd Armored Cavalry Regiment
Fort Bliss (El Paso), Texas
1985-1988

133rd Field Artillery Battalion
Beaumont, Texas 1989-1990

GREGG GERLACH

Gregg Gerlach is well-recognized as one of the premier labor and employment lawyers in Florida. Mr. Gerlach has received The Martindale-Hubble Peer Review Rating of AV Preeminent, reflecting that Mr. Gerlach's peers have rated him as having the highest ethical standards and professional ability. In 2009 and 2010, Florida Super Lawyer Magazine designated Gregg as one of the top Labor & Employment Lawyers in Florida. In 2010, Mr. Gerlach was also selected by his peers for inclusion in **The Best Lawyers Annual Guide for Labor & Employment Law** issued by Corporate Counsel Magazine.

Mr. Gerlach has litigated labor and employment law disputes since 1991. He has successfully defended a broad range of employers in both the federal and state courts. Mr. Gerlach concentrates his practice in the trial and arbitration of discrimination and sexual harassment claims, COBRA claims, contract and tort disputes, non-competition issues, and wage and hour matters. He has successfully litigated in Florida, Texas, Kansas, Iowa, Georgia, South Carolina, Massachusetts, Connecticut and Colorado.

Mr. Gerlach advises employers on day-to-day employee discipline, discharge and compensation issues and on implementing "HR Best Practices." Mr. Gerlach also implements and administers employee mandatory arbitration contracts and company alternative dispute resolution programs.

Prior to forming Harper Gerlach, Mr. Gerlach practiced with Bruckner & Sykes, LLP, in Houston, Texas and then with Haynsworth, Baldwin, Johnson & Greaves, LLC in Jacksonville, Florida.

Mr. Gerlach handles the following types of matters:

- Advising management on daily employee discipline, discharge and compensation issues.
- Trial and litigation of age, race, sexual harassment, disability discrimination and wage/hour cases in state and federal courts and before administrative agencies.
- Trial and litigation of employment contract and tort matters, including breach of contract, assault and battery, false imprisonment, and tortious interference with contractual relations.
- Assisting management in the preparation and enforcement of non-compete agreements.
- Working with management in the preparation and review of company policies and procedures, manuals, and handbooks.
- Training of supervisors concerning all aspects of employment law matters.
- Presentation of seminars for clients and employer associations on employment topics.