

Bayardo E. Alemán



Shareholder

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PRACTICE AREAS

[Labor & Employment](#)

[Litigation & Dispute Resolution](#)

[Banking & Financial Institutions](#)

[Healthcare](#)

[Hospitality & Leisure](#)

[Education Law](#)

LANGUAGES

Spanish

OVERVIEW

Bayardo E. Alemán is a Shareholder in the Labor & Employment Department. He represents employers and management in all areas of labor & employment law, including defending employment discrimination, retaliation, whistleblower lawsuits, and sexual harassment lawsuits. Bayardo has extensive experience litigating non-solicitation and non-competition agreements, and defending wage and hour lawsuits for employers in a wide range of industries. He also represents clients in ERISA litigation, including defending claims seeking recovery of health insurance benefits.

Bayardo counsels employers on day-to-day human resources issues and frequently speaks and conducts trainings on labor & employment issues in English and Spanish. He is a regular contributor to the firm's labor and employment law blog, [BeLabor the Point](#).

REPRESENTATIVE EXPERIENCE

Obtained summary judgment victory in federal court for multinational food distributor against former employee seeking overtime wages due to alleged misclassification.

Obtained permanent injunction on behalf of multinational food distributor against former employee in violation of non-competition agreement.

Obtained permanent injunction on behalf of multinational bank against former employee in violation of non-solicitation

agreement.

Successfully defended several arbitration grievances on behalf of international sugar producer, resulting in the upholding of discipline for employee misconduct.

Successfully defended multinational food distributor in lawsuit alleging violation of a non-competition agreement.

Obtained victory for bank client in state court lawsuit brought by former employee claiming unpaid wages.

Obtained summary judgment victory in state court for aerospace company in lawsuit brought by former employee claiming whistleblower status and alleging retaliation, and successfully defended appeal of state court's dismissal.

Successfully secured dismissal of over 30 lawsuits in state and federal courts arising out of the denial of health benefits claims.

Obtained summary judgment victory in state court for healthcare company seeking to enforce non-competition agreement against former employee.

Obtained summary judgment victory in federal court for educational institution in lawsuit brought by former employee alleging pregnancy discrimination.

Obtained summary judgment victory in federal court for multinational bank in lawsuit brought by former temporary employee alleging sexual harassment and retaliation.

Obtained summary judgment victory for international hotel in lawsuit alleging disability discrimination and retaliation by former employee.

Obtained summary judgment victory in state court for national supermarket chain manager in lawsuit by former employee alleging tortious interference with a business relationship.

Obtained summary judgment victory in state court for local hospitality client in lawsuit brought by former employee for unpaid wages following employee's termination.

Defends employers before federal, state, and local administrative enforcement agencies on a full range of employment related claims, including conducting internal investigations of discrimination and harassment claims.

Pro bono: Representing Central American juvenile in obtaining permanent status visa for the United States.

PROFESSIONAL & COMMUNITY INVOLVEMENT

Defense Research Institute – Employment and Labor Law and Life, Health and Disability Committees

Dade County Bar Association, Member

The Florida Bar, Labor and Employment Law Section, Member

South Florida Hispanic Chamber of Commerce, Member

Doral Chamber of Commerce, Member

Put Something Back, *Pro Bono* Project

Lawyers for Children America, Inc.

American Bar Association, Member

Coral Gables Chamber of Commerce, Member

RECOGNITION

Florida Super Lawyers, Rising Star, 2017-2018

Cystic Fibrosis Foundation, "40 Under 40 Outstanding Lawyers of South Florida," 2016

Benchmark Litigation, "Top Litigator Under 40," 2018

PUBLICATIONS & PRESENTATIONS

Events: "5 Steps to Protecting Company Secrets and Customers"
Brightline Training Seminar | | January 2019

Publications: [Employing Workers with Student Debt? Bipartisan Bill Could Help.](#)
BeLabor the Point Blog | | November 2018

Events: [Investigating Harassment Complaints Post Weinstein - Are You Prepared?](#)
Stearns Weaver Miller's 28th Annual Labor and Employment Law Seminar | | April 2018

Events: [FMLA and ADA 101: What Every Manager Needs to Know!](#)
The Doral Chamber of Commerce | | April 2018

Events: [Florida Employment Laws](#)
Sanchelima & Associates | | March 2018

Publications: ["What Did You Make at Your Last Job?" - Is That Still a Question?](#)
BeLabor the Point Blog | February 2018

Events: [Human Resources Essentials and Legal Perspectives for your Business](#)
Doral Chamber of Commerce | | February 2018

Events: [What In-House Counsel Needs to Know about Employment Laws](#)
Desayuno con CABA | | January 2018

Events: [Employment Law Update: Medical Marijuana, Paid Sick Leave, Arbitration, Trade Secrets Act Seminar](#)
Doral Chamber of Commerce | | July 2017

Events: [The Times, They Are A-Changin': Medical Marijuana, Paid Sick Leave, Arbitration, Trade Secrets Act](#)
Stearns Weaver Miller's 27th Annual Labor and Employment Law Seminar | | May 2017

Events: [What Every Employer Needs to Know about Labor and Employment Laws in Florida](#)

Doral Chamber of Commerce | | March 2017

Publications: [Super Bowl 51: A Time To Review Attendance And Tardiness Policies](#)

BeLabor The Point Blog | January 2017

Events: [Florida Advanced Skills for Wage and Hour Compliance](#)

2016 FLSA Master Class | | October 2016

Publications: [Federal Court Gets Cat Scratch Fever](#)

BeLabor The Point Blog | September 2016

Events: [All Aboard the FMLA Express](#)

Stearns Weaver Miller's 26th Annual Labor and Employment Law Seminar | | May 2016

Publications: [Law Would Ban Florida Employers From 'E-Stalking](#)

BeLabor the Point Blog | March 2016

Publications: [Facebook "Unfriending" – A Form of Workplace Bullying?](#)

BeLabor the Point Blog | November 2015

Events: [Criminal, Regulatory, and Employment Law Compliance in Florida](#)

Doral Chamber of Commerce | | September 2015

Publications: [Horrible Bosses: Makes For A Great Movie, But Not A Disability](#)

BeLabor the Point Blog | July 2015

Events: [Employment Law Issues for Accountants and Financial Professionals](#)

Florida Institute of Certified Public Accountants Miami-Dade Chapter | | June 2015

Events: [What Every Employer Needs to Know about Labor and Employment Laws in Florida](#)

Doral Chamber of Commerce | | June 2015

Events: [Surprising NLRB Decisions Hiding in Plain Sight](#)

Stearns Weaver Miller's 25th Annual Labor & Employment Law Seminar | | May 2015

Publications: [The 24 Year Journey – Did Absence Make The Heart Grow Fonder?](#)

BeLabor the Point Blog | January 2015

Events: [Labor & Employment Law Essentials for Employers and Management](#)

Doral Chamber of Commerce | | November 2014

Publications: [Is Fantasy Football Affecting Your Workplace?](#)

BeLabor the Point Blog | September 2014

Events: [Labor & Employment Law Essentials for Employers and Management](#)

Doral Chamber of Commerce | | July 2014

Publications: [Should Your Employment Policies Be Translated?](#)

BeLabor the Point Blog | June 2014

Events: [Is the Grass Greener with Your Competition? Drafting and Enforcing Covenants Not To Compete](#)

Stearns Weaver Miller's 24th Annual Labor and Employment Law Seminar || May 2014

Publications: [Florida Employment Law Manual](#)

Florida Chamber of Commerce | January 2013

Events: [Preparing for Game Day with an Unemployment Compensation Claimant](#)

Stearns Weaver Miller's 22nd Annual Labor and Employment Law Seminar || May 2012

Events: [Alphabet Soup Update: What's New Regarding ADAAA, GINA, and USERRA?](#)

Stearns Weaver Miller's 21st Annual Labor & Employment Law Seminar || May 2011

Events: [American as Pastel de Manzana: Dealing with the Unique Issues of Florida's Diverse Workforce](#)

Stearns Weaver Miller's 19th Annual Labor and Employment Law Seminar || May 2009

NEWSROOM

Firm Announcements: [Stearns Weaver Miller Lawyers Named Among Benchmark Litigation's 2018 "Under 40 Hot List"](#)

| July 2018

Firm Announcements: [Stearns Weaver Miller Lawyers Recognized in Florida Super Lawyers 2018](#)

| June 2018

Firm Announcements: [Stearns Weaver Miller Lawyers Recognized in Florida Super Lawyers 2017](#)

| June 2017

Firm Announcements: [Bayardo Alemán Named Among 40 Under 40 Outstanding Lawyers of South Florida by Cystic Fibrosis Foundation](#)

| October 2016

Firm Announcements: [Stearns Weaver Miller Presents 26th Annual Labor & Employment Law Seminar](#)

| March 2016

Firm Announcements: [Stearns Weaver Miller Presents 25th Annual Labor & Employment Law Seminar](#)

| April 2015

Firm Announcements: [Stearns Weaver Miller Presents 24th Annual Labor and Employment Law Seminar](#)

| April 2014

EDUCATION

J.D., *cum laude*, University of Florida Levin College of Law, 2006

B.A., *magna cum laude*, University of Florida, 2003

ADMISSIONS

Florida

U.S. District Courts, Northern, Middle and Southern Districts of Florida

U.S. Court of Appeals, 11th Circuit