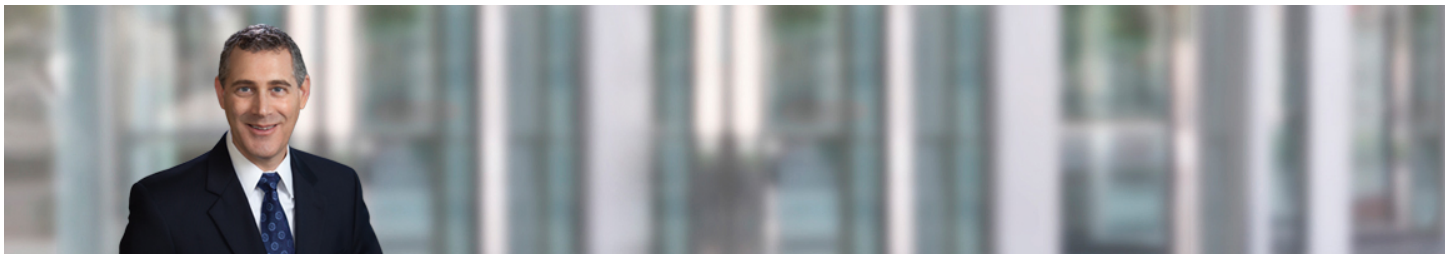


## Glenn M. Rissman



Shareholder

[Fort Lauderdale Office](#)

[grissman@stearnsweaver.com](mailto:grissman@stearnsweaver.com)

Phone: 954-766-9709

### PRACTICE AREAS

[Immigration](#)

[Labor & Employment](#)

[Education Law](#)

[Litigation & Dispute Resolution](#)

[Arts, Sports & Culture](#)

[Hospitality & Leisure](#)

[Appellate](#)

[Class Actions](#)

### OVERVIEW

Glenn Rissman is a Shareholder in the Labor & Employment Department. Glenn's practice focuses on employment law, immigration, and accessibility. Glenn regularly represents clients in a wide variety of matters arising under Title VII, Section 1981, ADA, ADEA, FMLA, WARN Act, FLSA, ERISA, and the Florida Civil Rights Act. He also advises employers regarding hiring, termination, and discipline of employees; compliance with federal, state, and local discrimination laws and wage and hour issues; sexual harassment matters; I-9 compliance and unauthorized employment; and mass layoffs and plant closings.

Glenn also practices in the area of employment-based immigration and naturalization. He represents employers and investors seeking temporary visas and permanent residence for employees and has successfully obtained non-immigrant visas (H-1B, L-1, TN, O, P, E) for employers in industries such as retail, hospitality, pharmaceutical, and manufacturing. Glenn counsels clients regarding I-9 compliance, audits and inspections.

Glenn also defends and advises institutions on public accessibility for persons with disabilities. Glenn has defended dozens of public accessibility lawsuits brought under Title III of the Americans with Disabilities Act.

Glenn is a frequent speaker on employment issues and is a regular contributor to [Belabor the Point](#), Stearns Weaver Miller's award-winning labor & employment law blog.

### REPRESENTATIVE EXPERIENCE

Represented BBX Capital Corporation in the acquisition of IT'SUGAR for a purchase price of approximately \$57 million, net of cash acquired. IT'SUGAR is the largest specialty candy retailer in the United States with 95 locations in 26 states. The acquisition expands BBX Capital's retail confectionary footprint, which includes Hoffman's Chocolates.

Obtained summary judgment (affirmed on appeal) for financial institution in age, disability and FMLA action with multimillion dollar exposure.

Obtained defense verdict for prominent retailer on national origin discrimination claim.

Obtained defense verdict for national bank on public accessibility claims arising under federal and state law.

Obtained L-1 blanket petition for Miami-based multinational to ease the transfer of overseas managers and executives.

Obtained alien of extraordinary ability status for musicians, dancers, dance teachers, business people, IT personnel and chefs.

Regularly conducts in-house training on I-9 compliance, sexual harassment and other topical issues impacting the workplace.

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## PROFESSIONAL & COMMUNITY INVOLVEMENT

Harid Conservatory of Music, Inc., Board of Trustees

Spanish River Community High School Foundation, Board of Directors

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## RECOGNITION

*Florida Trend's* Florida Legal Elite, selected for inclusion, 2005-2006, 2008 and 2011

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## PUBLICATIONS & PRESENTATIONS

**Publications:** [Signing Your Life Away? – The COVID-19 Waiver](#)

| June 2020

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**Publications:** [Top Takeaways from Our Back to Work Virtual Chat](#)

BeLabor the Point Blog | June 2020

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**Events:** [Back to Work Virtual Chat](#)

Stearns Weaver Miller Webinar | | June 2020

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**Publications:** [Preparing for a Hurricane Amid the Pandemic](#)

BeLabor the Point Blog | May 2020

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**Publications:** [COVID-19: A Turning Point For the Standard 9-5 Work Week?](#)

BeLabor the Point Blog | May 2020

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**Events:** [20 Days of March Immigration Madness - Preparing for the H-1B Visa New Registration Process](#)

| February 2020

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**Publications:** [USCIS Releases New Form I-9](#)

**Publications: [Surviving the Seasonal Soiree](#)**

BeLabor the Point Blog | December 2019

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**Publications: [DHS Extends Temporary Protected Status and Work Authorization](#)**

BeLabor the Point Blog | November 2019

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**Publications: [Some Tips on Tips](#)**

BeLabor the Point Blog | November 2019

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**Publications: [A Four Day Workweek?](#)**

BeLabor the Point Blog | June 2019

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**Publications: [Is it Already Hurricane Season Again?](#)**

BeLabor the Point Blog | May 2019

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**Events: [Meet the Gang Part I – NLRB Workplace Rules, What’s Up at the EEOC, Immigration Update](#)**

Stearns Weaver Miller's 29th Annual Labor and Employment Law Seminar | | May 2019

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**Events: [Meet the Gang – NLRB Workplace Rules, What’s Up at the EEOC, Immigration Update, Wage and Hour Hot Topics, Marijuana Update](#)**

Stearns Weaver Miller's Annual Tampa Labor and Employment Law Seminar | | May 2019

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**Publications: [E-Verify Operations Resume - Guidance from Department of Homeland Security](#)**

BeLabor the Point Blog | January 2019

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**Publications: [E-Verify a Victim of Partial Government Shutdown](#)**

BeLabor the Point Blog | January 2019

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**Publications: [Continuing Work Authorization for Hondurans in Wake of TPS Termination](#)**

BeLabor The Point Blog | June 2018

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**Publications: [Hurricane Season is Officially Here – Is Your Company Prepared?](#)**

BeLabor The Point Blog | June 2018

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**Events: [From a 1990 Wheelchair to the 2018 Website: The ADA & Technology-Related Accommodations](#)**

Stearns Weaver Miller's 28th Annual Labor and Employment Law Seminar | | April 2018

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**Publications: [Continued Work Authorization for Haitian Nationals in TPS](#)**

BeLabor The Point Blog | January 2018

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**Publications: [Work Authorization for Honduran and Nicaraguan Nationals in TPS](#)**

BeLabor the Point Blog | December 2017

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**Publications: [New I-9 Form May Not Be AOK When Dealing With EADs](#)**

BeLabor The Point Blog | August 2017

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**Land Development News Update, Publications: Six Month EAD Extension for Haitian Nationals who Re-register for TPS**

BeLabor The Point Blog | May 2017

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**Events: Investigating Conduct Unbecoming of an Employee**

Stearns Weaver Miller's 27th Annual Labor and Employment Law Seminar | | May 2017

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**Publications: Just Who is Using All Those H-1B Visas?**

BeLabor The Point Blog | March 2017

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**Publications: Employer's Honest Mistake Bests FMLA Retaliation Claim**

BeLabor The Point Blog | February 2017

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**Events: Hot Topics in Employment Law**

Florida Institute of CPAs - Palm Beach Chapter | | February 2017

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**Publications: Warnings for Your Company Holiday Party**

BeLabor The Point Blog | December 2016

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**Publications: Form I-9 Alert: New Rule Will Automatically Extend Expiring EAD**

BeLabor The Point Blog | November 2016

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**Publications: USCIS Releases New Form I-9**

BeLabor The Point Blog | November 2016

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**Publications: Employers Can Use Current Form I-9 until January 21, 2017**

BeLabor The Point Blog | October 2016

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**Publications: Sixteen Years After Hurricane Mitch – Extended Work Authorization**

BeLabor the Point Blog | July 2016

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**Events: Figuring Out the Immigration Alphabet**

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

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**Events: 10 Ways to Curb Intermittent FMLA Leave Abuse**

Stearns Weaver Miller's 25th Annual Labor & Employment Law Seminar | | May 2016

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**Publications: New OPT Rule for STEM Grads – Some Good, Some Not So Good?**

BeLabor the Point Blog | March 2016

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**Publications: Boozing it Up at the Company Holiday Party**

BeLabor the Point Blog | December 2015

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**Publications: USCIS Again Extends TPS for Haitian Nationals**

**Publications: [The FLSA Makes Strange Bedfellows: Strippers, Interns, and Minor Leaguers](#)**

BeLabor the Point Blog | July 2015

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**Publications: [Remind Us Not to Post On Moving Targets!](#)**

BeLabor the Point Blog | March 2015

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**Publications: [H-2B Update](#)**

BeLabor the Point Blog | March 2015

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**Publications: [Unskilled, Temporary Worker Program Suspended: Seasonal Employment At Risk](#)**

BeLabor the Point Blog | March 2015

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**Publications: [USCIS Extends Temporary Protected Status for El Salvador](#)**

BeLabor the Point Blog | January 2015

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**Publications: [Florida's Minimum Wage Set to Increase to \\$8.05 per Hour on January 1, 2015](#)**

BeLabor the Point Blog | December 2014

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**Publications: [Executive Action: HR Headache on the Horizon?](#)**

BeLabor the Point Blog | November 2014

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**Publications: [USCIS Extends Temporary Protected Status for Honduras and Nicaragua](#)**

BeLabor the Point Blog | October 2014

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**Publications: [Immigration – Vegas Style!](#)**

BeLabor the Point Blog | October 2014

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**Publications: [Does Data Mining Tip the Balance Against E-Verify?](#)**

BeLabor the Point Blog | September 2014

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**Publications: [New Florida Law on Data Security Breaches](#)**

BeLabor the Point Blog | July 2014

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**Publications: [And the Beat Goes On \(at the NLRB\)](#)**

BeLabor the Point Blog | May 2014

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**Events: [Employment Law Update](#)**

Florida Institute of CPAs (FICPA), Palm Beach Chapter Seminar | | May 2014

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**Events: [Avoiding Hazards On the Course, Understanding Immigration Options Before Extending An Offer of Employment](#)**

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

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**Publications: [Is the Job Market Improving? For Some Folks, Yes](#)**

BeLabor the Point Blog | April 2014

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**Publications: [USCIS Again Extends TPS for Haitian Nationals](#)**

BeLabor the Point Blog | March 2014

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**Events: [But We Do Not Have a Union – How the NLRB is Impacting Non-Union Workplaces](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | January 2014

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**Publications: [NLRB Posting – Dead for Now](#)**

BeLabor the Point Blog | January 2014

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**Publications: [The Legal Reference Guide for Private Clubs: Employment Law](#)**

National Club Association | January 2014

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**Events: [Snoops – Cybervetting and Monitoring Employees’ Activities Electronically From Hiring Through Termination](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | November 2013

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**Publications: [Florida’s Minimum Wage Set to Increase to \\$7.93 per Hour on January 1, 2014](#)**

BeLabor the Point Blog | October 2013

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**Publications: [E-Verify Up and Running](#)**

BeLabor the Point Blog | October 2013

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**Publications: [Hand Scanning and Religious Discrimination](#)**

BeLabor the Point Blog | September 2013

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**Publications: [DOJ Advises Against Employer Pre-Populating Section 1 of Form I-9](#)**

BeLabor the Point Blog | September 2013

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**Events: [Workplace Violence: Threats, Guns and Florida’s Domestic Violence Leave Law](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | September 2013

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**Publications: [NLRB Fashion Police – First Prison Stripes, Now Slave Shirts](#)**

BeLabor the Point Blog | August 2013

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**Publications: [A Supervisor’s Knowledge and Liability Under OSHA](#)**

BeLabor the Point Blog | July 2013

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**Publications: [A Busy Week at the Supreme Court – Three Important Decisions for Employers](#)**

BeLabor the Point Blog | June 2013

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**Publications: [Ughh – Humidity, Heat and Hurricanes](#)**

BeLabor the Point Blog | June 2013

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**Publications: [Form I-9 Tips from USCIS and ICE](#)**

BeLabor the Point Blog | June 2013

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**Publications: [DHS Extends Temporary Protected Status for Eligible Salvadorans](#)**

BeLabor the Point Blog | June 2013

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**Publications: [FLSA and Mootness: The Court Punts and Kagan Throws a Stiff Arm](#)**

BeLabor the Point Blog | April 2013

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**Publications: [Immigration and Employment Verification – Quick Hits](#)**

BeLabor the Point Blog | April 2013

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**Publications: [New Form I-9 Effective March 8, 2013](#)**

BeLabor the Point Blog | March 2013

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**Publications: [Eleventh Circuit Holds Liquidated Damages Discretionary for FLSA Retaliation](#)**

BeLabor the Point Blog | February 2013

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**Publications: [Be Mindful Who is Included in Your Tip Pool – FLSA Lawsuits Are Lurking](#)**

BeLabor the Point Blog | February 2013

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**Publications: [Eleventh Circuit Rules on Breastfeeding Breaks Under the FLSA](#)**

BeLabor the Point Blog | January 2013

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**Publications: [Florida Employment Law Manual](#)**

Florida Chamber of Commerce | January 2013

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**Events: [GINA – New to the Dance but Don't Forget Her in the Corner](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | November 2012

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**Publications: [I Hear There is an Election Coming Up – Is There Anything I Should Be Concerned About?](#)**

BeLabor the Point Blog | October 2012

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**Publications: [Florida's Minimum Wage Set to Increase to \\$7.79 per Hour on January 1, 2013](#)**

BeLabor the Point Blog | October 2012

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**Publications: [NLRB Nixes Costco Social Media Policy](#)**

BeLabor the Point Blog | October 2012

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**Publications: [USCIS Extends Temporary Protected Status for Certain Haitian Nationals – EADs Automatically Extended](#)**

BeLabor the Point Blog | October 2012

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**Publications: [Beginning January 1, 2013, Employers Must Use a New Summary of Consumer Rights to Comply with the Fair Credit Reporting Act](#)**

BeLabor the Point Blog | September 2012

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**Events: The ADAAA: Everyone is “Disabled” – What Now?**

Stearns Weaver Miller Labor & Employment Breakfast Series || August 2012

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**Publications: Employers Should Continue to Use Expiring Form I-9 After August 31, 2012**

BeLabor the Point Blog | August 2012

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**Publications: United States Supreme Court Says Pharmaceutical Reps are FLSA Exempt Outside Salespeople**

BeLabor the Point Blog | June 2012

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**Publications: Tampa Federal Court Rejects NLRB D.R. Horton Decision – Arbitration of FLSA Collective Action Claims Permitted**

BeLabor the Point Blog | May 2012

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**Publications: Appeals Court Upholds NLRB Decision on Contractor Handbilling**

BeLabor the Point Blog | May 2012

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**Publications: D.C. Court Puts a Hold on NLRB Posting Requirement**

BeLabor the Point Blog | April 2012

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**Publications: NLRB Continues its Attack on Overly Broad Social Media Policies**

BeLabor the Point Blog | April 2012

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**Events: The FMLA: Frankly, My Least Admired Employment Statute**

| April 2012

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**Publications: Title VII Retaliation Does Not Cover Complaints About Investigatory Process**

BeLabor the Point Blog | March 2012

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**Publications: Failure to Notify Carrier of Workers’ Comp Injury Could Foreclose Employer’s Defenses in Subsequent Law Suit**

BeLabor the Point Blog | March 2012

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**Publications: Texas Court Says Title VII Does Not Cover Breastfeeding, But Employers Should Be Mindful of Florida Law and the FLSA Protecting Nursing Mothers**

BeLabor the Point Blog | February 2012

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**Publications: Federal Appellate Court Holds That FMLA Protects a Pre-Eligibility Request for Post-Eligibility Leave**

BeLabor the Point Blog | January 2012

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**Events: The FLSA - The Lawsuits Keep Coming – Tips to Minimize Exposure**

Stearns Weaver Miller Labor & Employment Breakfast Series || January 2012

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**Publications: DHS Extends Temporary Protected Status for Certain El Salvadorans**

BeLabor the Point Blog | January 2012

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**Publications: If an Employee Works Overtime and No One Knows Will the Employer Be Liable? A Recent Case Says,**



**Publications: [The NLRB, Again, Postpones Notice-Posting Rule Until April 30, 2012](#)**

BeLabor the Point Blog | December 2011

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**Publications: [Love That Tender: Mooting an FLSA Action](#)**

BeLabor the Point Blog | November 2011

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**Publications: [USCIS Extends Temporary Protected Status for Honduras and Nicaragua](#)**

BeLabor the Point Blog | November 2011

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**Events: [Tying Up Loose Ends: Handling an Employee's Termination...Properly](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | November 2011

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**Publications: [New Employment Authorization Documents \(EADs\) On The Way From USCIS](#)**

BeLabor the Point Blog | October 2011

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**Publications: [Florida's Minimum Wage Set to Increase to \\$7.67 per Hour on January 1, 2012](#)**

BeLabor the Point Blog | October 2011

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**Publications: [NLRB Postpones Notice-Posting Rule Until January 31, 2012](#)**

BeLabor the Point Blog | October 2011

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**Publications: [Is Being "Gun Shy" About Providing a Urine Sample an ADA Disability?: EEOC Opinion Letter Illustrates the Breadth of the ADA Amendments](#)**

BeLabor the Point Blog | October 2011

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**Publications: [Diversity Immigrant Visa Lottery Starts October 4](#)**

BeLabor the Point Blog | September 2011

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**Publications: [Was Dionne The FLSA Magic Bullet We Thought?](#)**

BeLabor the Point Blog | September 2011

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**Publications: [Violence or the Threat of Violence in the Workplace, Whether by an Employee or Outsider, May Trigger an OSHA Inspection](#)**

BeLabor the Point Blog | September 2011

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**Publications: [Cutting of H-1B Employees' Salary Costs Employer More Than a \\$1 Million](#)**

BeLabor the Point Blog | September 2011

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**Events: [The Pen Is Mightier: A How-To on Keeping Accurate Employee Records](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | September 2011

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**Publications: [May Change Conforms Florida E-Verify To Federal Standard](#)**

BeLabor the Point Blog | September 2011

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**Publications: [Polygraphing Employees – A Recent Eleventh Circuit Case Serves as a Refresher](#)**

BeLabor the Point Blog | September 2011

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**Publications: [What do OSHA and Oprah have in Common?](#)**

BeLabor the Point Blog | July 2011

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**Publications: [Changes to the Fair Credit Reporting Act Take Effect July 21](#)**

BeLabor the Point Blog | July 2011

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**Publications: [Southern Hospitality Welcomes E-Verify: Tennessee and Alabama Governors Sign Laws Mandating Use of E-Verify](#)**

BeLabor the Point Blog | June 2011

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**Publications: [Nine Questions HR Directors Ask About Form I-9](#)**

BeLabor the Point Blog | June 2011

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**Events: [I9 and E-Verify: Updates and Compliance Workshop](#)**

Greater Miami Society for Human Resource Management | | May 2011

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**Events: [The Brave New World of Immigration Enforcement: The Focus on Employers](#)**

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

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**Events: [Don't "Leave" it to Chance: Accommodating Both the Employer and the Employee](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | April 2011

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**Events: [The ABC's of Hiring: A Win-Win for Employers and Employees](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | January 2011

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**Publications: [Governor Scott Signs Executive Order Mandating Use of E-Verify for Florida Agencies](#)**

Labor & Employment | January 2011

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**Events: [The Big Picture: Reevaluating Your Workforce](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | October 2010

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**Events: [Talkin' 'Bout Our Generations: Bridging the Generational Gap and Adapting to the Digital Workplace](#)**

Stearns Weaver Miller Labor & Employment Breakfast Series | | June 2010

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**Events: [Is There A Coming Immigration Revolution?](#)**

Stearns Weaver Miller's 20th Annual Labor and Employment Law Seminar | | May 2010

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**Events: [HR Insights 2010-The Conference Not Just for HR Professionals](#)**

Greater Miami Chamber of Commerce | | April 2010

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## NEWSROOM

**Firm Announcements: Stearns Weaver Miller Presents 26th Annual Labor & Employment Law Seminar**

| March 2016

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**In the Media: Preventing embarrassing photos from going public**

What's Working In Human Resources | | January 2016

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**Firm Announcements: Stearns Weaver Miller Presents 25th Annual Labor & Employment Law Seminar**

| April 2015

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**Firm Announcements: Stearns Weaver Miller Presents 24th Annual Labor and Employment Law Seminar**

| April 2014

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**Firm Announcements: Stearns Weaver Miller Unveils New Labor and Employment Law Blog**

| August 2011

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**Firm Announcements: Stearns Weaver Miller Attorneys Garner Recognition in Prestigious Florida Trend Magazine**

| July 2011

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**Firm Announcements: Firm Expands Labor, Litigation Departments**

| June 2009

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## EDUCATION

J.D., with honors, University of Florida Levin College of Law, 1991

B.A., *magna cum laude*, Duke University, 1988

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## ADMISSIONS

Florida

United States District Court for the Northern, Middle and Southern Districts of Florida

United States Court of Appeals for the Ninth and Eleventh Circuits