

## Janet Goldberg McEnery



Shareholder

Tampa Office

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

Phone: 813-222-5037

### PRACTICE AREAS

Labor & Employment

Healthcare

Banking & Financial Institutions

Litigation & Dispute Resolution

Education Law

Hospitality & Leisure

### OVERVIEW

*" Her ability to quickly comprehend an issue and offer professional advice and judgment is an absolute strength. "*

- *Chambers USA 2020*

Janet Goldberg McEnery is Board Certified by the Florida Bar in Labor & Employment Law and licensed in Missouri, Illinois and Florida. She represents private, public and non-profit employers in labor, employment discrimination, minimum wage/overtime, employment contract, and whistleblower claims.

For over 25 years, Janet has represented businesses, hospitals, medical practices, restaurants, hotels, wagering facilities, manufacturers, financial institutions, government contractors, municipalities, landscape contractors, insurance companies, independent insurance agencies, and educational institutions in the defense of employment and labor relations matters.

Janet is a frequent lecturer and author on a wide variety of topics related to Labor & Employment Law. She also provides interactive training for firm clients on such topics as preventing harassment and discrimination claims and complying with wage and hour laws.

### REPRESENTATIVE EXPERIENCE

Defends discrimination and wrongful discharge claims through jury trial.

Defends class actions.

Represents employers before the NLRB, the EEOC, and in Department of Labor and DHS and DOJ audits.

Advises employers on union-related issues.

Represents employers in arbitration and collective bargaining.

Handles affirmative action issues, drafts AAPs and represents employers in OFCCP reviews.

Develops drug-testing and other policies.

Advises employers about new legislation.

Prepares employee handbooks.

Counsels and litigates confidentiality and non-compete agreements.

Defends places of public accommodation against ADA Title III accessibility lawsuits.

Defends lending institutions against fair lending discrimination claims.

Counsels employers regarding reductions in force, severance issues and compliance with plant closing laws.

Successfully litigated one of the first W.A.R.N. Act cases, through an appeal to the Third Circuit.

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## PROFESSIONAL & COMMUNITY INVOLVEMENT

University of South Florida, Adjunct Professor of Employment Law, 2018-Present

The Florida Bar, Labor & Employment Law Section

American Bar Association

Hillsborough County Bar Association

Illinois Bar Association

Missouri Bar Association

Academy of Florida Management Attorneys, Board Member, 2011-Present

Society for Human Resource Management

HR Tampa

Florida Public Employers Labor Relations Association

Brandon Chamber of Commerce, Chair Quarterly HR Forum

Former Trial Attorney, National Labor Relations Board, St. Louis, Missouri

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## RECOGNITION

*Chambers USA*, Labor & Employment, 2020

The Best Lawyers in America®, 2009-2017, 2019-2020

Florida Super Lawyers, 2007-2019

Tampa Bay Magazine, Tampa Bay's "Top Lawyers"

Florida Trend's Florida Legal Elite, 2010, 2013

## PUBLICATIONS & PRESENTATIONS

**Events: Are you Sherlock Holmes or Inspector Clouseau? Conducting Workplace Investigations**

2020 Space Coast HR Conference | | July 2020

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**Events: Virtual Webinar - Navigating Issues That Make HR Uncomfortable**

South Brevard Society for Human Resource Management | | May 2020

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**Publications: 5 Tips for Maximizing Productivity for Remote Employees**

BeLabor The Point Blog | April 2020

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**Events: Sticky Wickets**

FPERLA Annual Training Conference | | February 2020

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**Events: Best Practices for Terminating Employees**

The Community College Conference on Legal Issues | | January 2020

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**Events: EEOC Mediation: Your Game Changer!**

U.S. Equal Employment Opportunity Commission | | December 2019

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**Events: Employment Law - It Pays to Pay Attention! Common FLSA Workplace Issues and Investigating Complaints**

Paralegal Association of Florida Annual Seminar | | September 2019

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**Events: Surviving the Equal Pay Act and the “Me Too!” Environment**

2019 HR Florida Conference & Expo | | August 2019

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**Events: Are You Sherlock Holmes Or Inspector Clouseau? Conducting Workplace Investigations**

HR Florida Conference & Expo | | August 2019

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**Events: ADA, FMLA and COBRA – the three-headed monster**

Florida Public Human Resources Association Conference | | July 2019

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**Events: Minimum Wage and Overtime Rules - Are You in Compliance?**

Lorman Webinar | | June 2019

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**Events: The Applicant Dating Game**

Stearns Weaver Miller's Annual Tampa 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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**Events: Sticky Wickets**

**Publications: [Tips For Having a \(Hopefully\) Happy Office Holiday Party](#)**

BeLabor the Point Blog | December 2018

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**Publications: [This is Important: Employers Need to Immediately Update Their FCRA](#)**

BeLabor The Point Blog | October 2018

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**Events: [Prevent Your Business Emails From Becoming a Legal Nightmare](#)**

Lorman Education Services Webinar | | September 2018

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**Events: [Business Compliance Checklist: Hiring, Firing, and Overtime](#)**

The Greater Brandon Chamber of Commerce | | August 2018

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**Publications: [Nothing to Sneeze at: Chemical Sensitivities, Bed Bugs, Zika and Flu Shots](#)**

BeLabor The Point Blog | July 2018

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**Labor & Employment News Update, Publications: [Hotels: Want to Make a "Reservation" For Your ADA Lawsuit Now?](#)**

Stearns Weaver Miller News Update | June 2018

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**Events: [Employment Law and Health Issues: Chemical Sensitivities, Bed Bugs, Zika and Flu Shots, Oh My!](#)**

SHRM® 2018 Annual Conference & Exposition | | June 2018

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**Events: [Investigating Harassment Complaints Post Weinstein - Are You Prepared?](#)**

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

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**Events: [Why Managers Need to Know Employees' Legal Rights in the Workplace](#)**

University of South Florida College of Business | | February 2018

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**Events: [Class Action Waivers: The Courts and the NLRB](#)**

ABA Section of Labor and Employment Law Midwinter Meeting | | February 2018

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**Events: [Breaking Up is Now Harder to Do!](#)**

The Community College Conference on Legal Issues | | January 2018

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**Publications: [Happy Holidays, or is it? Steering Clear of Religious Discrimination and other Landmines during the Holidays!](#)**

BeLabor the Point Blog | December 2017

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**Events: [Why Managers Need to Know Employees' Legal Rights in the Workplace](#)**

University of South Florida, College of Business | | November 2017

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**Events: [Do Not Repeat the Same Wage and Hour Mistakes in 2017](#)**

HR Florida Conference & Expo | | August 2017

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**Events: [Is Your Website ADA Accessible?](#)**

HR Florida Conference & Expo | | August 2017

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**Publications: [Our group is growing – Tampa here we come!](#)**

BeLabor The Point Blog | August 2017

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**Events: [Promises Made in Severance Agreements: What Do They Mean, Why are They There, and Are They Legal?](#)**

EEOC Miami Technical Assistance Program Seminar | June 2017

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**Events: [“The Ever-Changing Landscape of FLSA/Wage and Hour Issues” and “NLRB and Its Expanding Reach in the Workplace Horizon”](#)**

Sterling Education Services Seminar | February 2017

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**Publications: [Florida Minimum Wage Increasing to \\$8.10 an Hour Effective January 1, 2017](#)**

| October 2016

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**Events: [Politics & Beyond: How \(and if\) Employers Should Limit Activism in the Workplace](#)**

HR Tampa | August 2016

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**Events: [Staying Ahead of the Curve in Employment Law](#)**

Clearwater Chamber of Commerce | October 2015

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**Events: [Wage and Hour: Issues and Strategies](#)**

The Florida Bar’s 38th Annual Public Employment Labor Relations Forum | August 2014

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**Events: [Anti-Retaliation Provisions](#)**

Society for Human Resource Management | June 2014

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**Publications: [Avoiding Human Resources’ Troubles](#)**

Brandon Business | January 2014

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## NEWSROOM

**Firm Announcements: [24 Stearns Weaver Miller Lawyers in 12 Practice Areas Ranked In Chambers USA 2020](#)**

| April 2020

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**Firm Announcements: [Stearns Weaver Miller Lawyers Recognized in Florida Super Lawyers 2019](#)**

| June 2019

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

| June 2018

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**In the Media: [Tampa Bay Business Movers & Shakers](#)**

Tampa Bay Times | | September 2017

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**Firm Announcements: Janet Goldberg McEnery and Andrew W. McLaughlin Have Joined Our Labor & Employment Law Group in Tampa.**

| August 2017

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**Firm Announcements: Stearns Weaver Miller Expands Labor & Employment Law Footprint with Addition of Janet Goldberg McEnery and Andrew W. McLaughlin in Tampa**

| August 2017

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## **EDUCATION**

J.D., University of Illinois College of Law

B.A., *magna cum laude*, State University of New York at Buffalo  
Phi Beta Kappa Honor Society

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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 Third, Seventh, and Eleventh Circuits

The Supreme Court of Illinois and of Missouri

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## **CERTIFICATIONS**

Board Certified by the Florida Bar in Labor and Employment Law