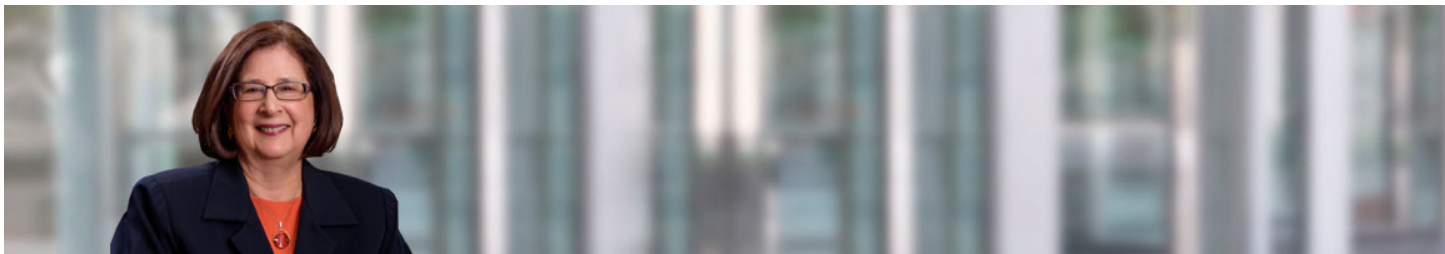


Janet Goldberg McEnergy



Shareholder

Tampa Office

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 McEnergy 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.

**With only 7% of eligible members certified, Board certification is The Florida Bar's highest level of evaluation of a lawyer's competence and experience in a particular area of practice. It identifies lawyers with "special knowledge, skills and proficiency, as well as a reputation for professionalism and ethics." To achieve certification, a lawyer must endure rigorous examination and testing and be evaluated by their peers.*

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.

PROFESSIONAL & COMMUNITY INVOLVEMENT

University of South Florida, Adjunct Professor of Employment Law, 2018-2020

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 (AFMA), Past President and Board Member, 2011-2016

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

RECOGNITION

Chambers USA, Labor & Employment (Florida), 2020-2022

The Best Lawyers in America®, 2009-2022
The Employment Law Issue, 2021

Florida Super Lawyers, 2007-2022

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

Florida Trend's Florida Legal Elite, 2010, 2013

AV Rated by Martindale-Hubbell

PUBLICATIONS & PRESENTATIONS

Events: [Accommodations Under the ADA and Title VII](#)

Florida Public Human Resources Association | | June 2022

Events: [Employment Law Potpourri - Labor and Employment Trends to Watch in 2022](#)

Florida Tax Collectors Association | | April 2022

Publications: [Employers with less than 250 employees: You now have to report all new employees and independent contractors hired!](#)

BeLabor the Point Blog | November 2021

Events: [Updating Your Employee Handbooks](#)

W3 Insurance | | September 2021

Events: [What's New at the DOL, EEOC, and FCHR](#)

85th Annual Florida Public Human Resources Association (FPHRA) Conference | | July 2021

Events, Firm Announcements, In the Media, Labor & Employment News Update, Publications: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)

Stearns Weaver Miller News Program Special | | June 2021

Events, Firm Announcements, In the Media, Labor & Employment News Update, Publications: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)

Stearns Weaver Miller News Program Special | | June 2021

Events: [COVID-19: Employment Policies for Your Office](#)

North Dade and The Beaches Real Estate Council Webinar | | May 2021

Events: [Are you Sherlock Holmes or Inspector Clouseau? Conducting Workplace Investigations](#)

2021 Space Coast HR Conference | | April 2021

Events: [Workplace COVID 19 Issues in 2021: Vaccinations, Face Mask Challenges, Extended Work from Home Orders and Incentives](#)

W3 Insurance | | February 2021

Events: 2021 COVID-19 Return to Work Issues: Vaccinations, Face Masks and Working from Home

The Coral Gables Chamber of Commerce | | February 2021

Events: Webinar Wednesday- Discussion on COVID-19 Vaccines and Mandating it to Employees

Florida Public Human Resources Association | | January 2021

Publications: All I Want for the Holidays is a COVID-19 Vaccine!

BeLabor the Point Blog | December 2020

Publications: Department of Labor Weighs in on Employees vs. Independent Contractors

BeLabor the Point Blog | October 2020

Events: The New Battle Grounds Post COVID-19 and Black Lives Matter World

Florida Public Human Resources Association (FPHRA) 1st Annual Education Series | | August 2020

Publications: Why Can't We All Just Get Along?

BeLabor the Point Blog | July 2020

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

2020 Space Coast HR Conference | | July 2020

Events: Virtual Webinar - Navigating Issues That Make HR Uncomfortable

South Brevard Society for Human Resource Management | | May 2020

Publications: 5 Tips for Maximizing Productivity for Remote Employees

BeLabor The Point Blog | April 2020

Events: Sticky Wickets

FPERLA Annual Training Conference | | February 2020

Events: Best Practices for Terminating Employees

The Community College Conference on Legal Issues | | January 2020

Events: EEOC Mediation: Your Game Changer!

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

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

Paralegal Association of Florida Annual Seminar | | September 2019

Events: Surviving the Equal Pay Act and the "Me Too!" Environment

2019 HR Florida Conference & Expo | | August 2019

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

HR Florida Conference & Expo | | August 2019

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

Florida Public Human Resources Association Conference | | July 2019

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

Lorman Webinar | | June 2019

Events: The Applicant Dating Game

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

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

Events: Sticky Wickets

FPERLA Annual Training Conference | | February 2019

Publications: Tips For Having a (Hopefully) Happy Office Holiday Party

BeLabor the Point Blog | December 2018

Publications: This is Important: Employers Need to Immediately Update Their FCRA

BeLabor The Point Blog | October 2018

Events: Prevent Your Business Emails From Becoming a Legal Nightmare

Lorman Education Services Webinar | | September 2018

Events: Business Compliance Checklist: Hiring, Firing, and Overtime

The Greater Brandon Chamber of Commerce | | August 2018

Publications: Nothing to Sneeze at: Chemical Sensitivities, Bed Bugs, Zika and Flu Shots

BeLabor The Point Blog | July 2018

Labor & Employment News Update, Publications: Hotels: Want to Make a "Reservation" For Your ADA Lawsuit Now?

Stearns Weaver Miller News Update | June 2018

Events: Employment Law and Health Issues: Chemical Sensitivities, Bed Bugs, Zika and Flu Shots, Oh My!

SHRM® 2018 Annual Conference & Exposition | | June 2018

Events: Investigating Harassment Complaints Post Weinstein - Are You Prepared?

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

Events: Why Managers Need to Know Employees' Legal Rights in the Workplace

University of South Florida College of Business | | February 2018

Events: Class Action Waivers: The Courts and the NLRB

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

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

The Community College Conference on Legal Issues | | January 2018

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

BeLabor the Point Blog | December 2017

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

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

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

HR Florida Conference & Expo | | August 2017

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

HR Florida Conference & Expo | | August 2017

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

BeLabor The Point Blog | August 2017

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

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

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

| October 2016

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

HR Tampa | August 2016

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

Clearwater Chamber of Commerce | October 2015

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

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

Events: [Anti-Retaliation Provisions](#)

Society for Human Resource Management | June 2014

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

Brandon Business | January 2014

NEWSROOM

Firm Announcements: 28 Stearns Weaver Miller Lawyers in 12 Practice Areas Ranked In Chambers USA 2022

| June 2022

Events, Firm Announcements, In the Media, Labor & Employment News Update, Publications: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)

Stearns Weaver Miller News Program Special || June 2021

Events, Firm Announcements, In the Media, Labor & Employment News Update, Publications: [Breaking Through the Noise: Labor & Employment Issues Post-Pandemic](#)

Stearns Weaver Miller News Program Special || June 2021

Firm Announcements: [Stearns Weaver Miller Lawyers Recognized in 2021 Florida Super Lawyers](#)

| June 2021

In the Media: [Hear from Marlins, Fisher Island and EEOC leaders about post-COVID labor issues](#)

Miami Herald || June 2021

Firm Announcements: [29 Stearns Weaver Miller Lawyers in 12 Practice Areas Ranked In Chambers USA 2021](#)

| May 2021

Firm Announcements: [Stearns Weaver Miller Lawyers Recognized in 2020 Florida Super Lawyers](#)

| June 2020

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

| April 2020

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

| June 2019

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

| June 2018

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

Tampa Bay Times || September 2017

Firm Announcements: [Janet Goldberg McEnery and Andrew W. McLaughlin Have Joined Our Labor & Employment Law Group in Tampa.](#)

| August 2017

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

| August 2017

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

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 Courts of Illinois and Missouri

CERTIFICATIONS

Board Certified by the Florida Bar in Labor and Employment Law