

## Stephanie Turk



Shareholder

Miami Office

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### PRACTICE AREAS

Labor & Employment

### OVERVIEW

Stephanie Turk is a Shareholder in the Labor & Employment Department. She has experience in both Employment Litigation and Employment Counseling.

On the litigation side, Stephanie defends employers against various claims including discrimination, harassment, retaliation, wage and hour, whistleblower, and family, medical, and military leave. She represents clients in federal and state courts, nationwide arbitrations, and before administrative agencies including the National Labor Relations Board (NLRB), Department of Labor (DOL), Equal Employment Opportunity Commission (EEOC), and Florida Commission on Human Relations (FCHR).

On the counseling side, Stephanie advises employers on union avoidance strategies and election campaigns, the formation and dissolution of employment relationships, including the negotiation of employment, separation and release, independent contractor, and non-compete agreements, and other day-to-day employment issues. Stephanie also conducts internal investigations and audits, and drafts personnel policies and employee handbooks.

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### REPRESENTATIVE EXPERIENCE

Assisted in obtaining jury verdict in federal court for commercial real estate management company on age discrimination claim, which was affirmed by the U.S. Court of Appeals for the Eleventh Circuit.

Assisted in obtaining partial summary judgment in federal court on behalf of commercial real estate management company on age discrimination claim.

Obtained summary judgment on behalf of credit card processing companies for account stated claim (related to commissions), and subsequently obtained favorable settlement for client for remainder of employment and contract claims.

Assisted in obtaining temporary restraining order for engineering consulting company against former employee, which

was affirmed by Florida's Fourth District Court of Appeal.

Obtained dismissal of race and national origin discrimination and retaliation claims asserted against hospital physician.

Obtained favorable settlements for clients, resulting in the dismissal of various claims under Title VII, the Florida Civil Rights Act, the Family Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act, and the Age Discrimination in Employment Act.

Experience includes labor and employment defense, and contract and business disputes.

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## PROFESSIONAL & COMMUNITY INVOLVEMENT

American Bar Association

Dade County Bar Association

Federal Bar Association, South Florida Chapter, 2017-Present

President, 2023-2024

President-Elect, 2022-2023

Treasurer, 2021-2022

Secretary, 2020-2021

Annual Meeting and Task Force Committee Member, 2019-2021

Board of Directors, 2017-Present

Civics and Community Outreach and Law Day Committee Chair, 2017-Present

Civics Liaison, 2017-Present

Make-A-Wish

Champions

Women's Initiative Group/Wish Society

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## RECOGNITION

Federal Bar Association South Florida Chapter Award in recognition of Outstanding Service to the Civil Discourse and Difficult Decisions Program, 2022

*The Best Lawyers in America®*, 2023-Present

*Best Lawyers: Ones to Watch*, 2022

*Florida Trend's* Legal Elite, Up & Comer, 2022

William F. Blews Pro Bono Service Award

National Order of the Scribes Award for Outstanding Legal Writing

Eleventh Circuit Bankruptcy Competition, Champion

Honorable Conrad B. Duberstein Bankruptcy Moot Court Competition, Semi-Finalist

Phi Delta Phi International Legal Honor Fraternity

Highest Grade Award for Research and Writing I, Professional Responsibility (shared), Constitutional Law I, Pre-Trial Practice (shared)

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## PUBLICATIONS & PRESENTATIONS

**Events:** Characteristics of a Successful Program—Programming Best Practices, Including Funding  
Florida Bar Association Leadership Summit | | March 2024

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**Events:** Big Law v. Small Law  
FBA South Florida Chapter | | July 2023

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**Events:** Big Law v. Small Law, A Panel Discussion  
FBA South Florida Chapter | | July 2023

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**Events:** [TikTok Time Bombs/Social Media and Mandatory Training And Florida's Stop W.O.K.E Act](#)  
Stearns Weaver Miller's 2022 Annual Miami Labor & Employment Law Seminar | | October 2022

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**Events:** [Winning Procedurally](#)  
Florida Bench & Bar Conference | | February 2022

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**Publications:** [President Biden: Mandatory vaccines or weekly testing, or bust!](#)  
BeLabor the Point Blog | September 2021

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**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

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**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

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**Publications:** [All In A Day's Work – Correctly Paying Employees Who Are Working From Home](#)  
BeLabor the Point Blog | March 2021

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**Publications:** [Two Turks are better than one!](#)  
BeLabor the Point Blog | October 2019

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## NEWSROOM

**Firm Announcements: [Stephanie Turk Helped Facilitate Successful Federal Bar Association South Florida Chapter Judicial Reception](#)**

| February 2024

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**Firm Announcements: [Stephanie Turk Elected President of the South Florida Chapter of the Federal Bar Association](#)**

| November 2023

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**In the Media: [Legal Services of Greater Miami Hosts 14th Annual Heart of Giving Celebration](#)**

Attorney at Law Magazine || May 2023

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**Firm Announcements: [Federal Bar Association South Florida Chapter Conducts Civil Discourse and Difficult Decisions \("CD3"\) Program With Help from Stearns Weaver Miller Shareholder Stephanie Turk](#)**

| April 2023

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**Firm Announcements: [Stephanie Turk Elected President-Elect of the South Florida Chapter of the Federal Bar Association](#)**

| November 2022

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**Firm Announcements: [Federal Bar Association South Florida Chapter Conducts Civics Program For Students With Help from Stearns Weaver Miller Shareholder Stephanie Turk](#)**

| October 2022

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**Firm Announcements: [Stephanie Turk Elected Treasurer of the South Florida Chapter of the Federal Bar Association](#)**

| October 2021

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**Firm Announcements: [Stearns Weaver Miller Names Five New Shareholders](#)**

| September 2021

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**Firm Announcements: [Judges and Lawyers Have Candid Conversations about Civil Discourse and the Constitution With More Than 550 Students With Help From Attorney Stephanie Turk](#)**

| September 2021

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**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

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**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

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

Miami Herald || June 2021

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**Firm Announcements: [Judges and Lawyers Bring Law Day to Hundreds of South Florida Students With Help From Stearns Weaver Miller Attorney Stephanie Turk](#)**

| May 2021

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**Firm Announcements: Stephanie Turk Elected Secretary of the South Florida Chapter of the Federal Bar Association**

| September 2020

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**Firm Announcements: Federal Bar Association South Florida Chapter Conducts Virtual Civics Programs For Students With Help From Stearns Weaver Miller Attorney Stephanie Turk**

| August 2020

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**In the Media: Judges, Lawyers Bring Life Skills to Virtual Classroom Activities for Home and School**

United States Courts | | August 2020

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## EDUCATION

J.D., *cum laude*, Stetson University College of Law, 2012

Dean's List

Law Review, Senior Associate

Moot Court, Board

B.S., University of Florida, 2004

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## ADMISSIONS

Florida

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

United States Court of Appeals for the Eleventh Circuit