

RACHEL GEBaide

Shareholder

407-418-6258

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Rachel D. Gebaide is a member of the firm's Executive Committee and chair of the Labor and Employment Law Group. She is an experienced employment litigator and adviser, counseling companies in the management of their human resources issues.

Rachel regularly represents employers in federal and state courts and before administrative agencies in defending against claims involving allegations of employment discrimination and violations of the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the Uniformed Services Employment and Reemployment Rights Act (USERRA), and other employment laws. She also defends discrimination claims arising under the Fair Housing Act.

In addition to her litigation practice, Rachel drafts and reviews employee handbooks, employment agreements, non-competition agreements, separation agreements, and other personnel documents. She regularly advises clients regarding workplace issues and compliance with the FMLA, FLSA, WARN Act, the Affordable Care Act, and other employment laws. Rachel also has extensive experience in conducting independent investigations.

A frequent speaker, Rachel often writes articles on developing issues in labor and employment law for client-focused publications, legal industry news outlets, and the firm's employment law blog.

Rachel is a member of the Labor and Employment Law Sections of the American Bar Association and the Federal Bar Association. She is also a member of the Orange County Bar Association, having served as Chair of the Labor and Employment Law Committee. Rachel is active in the Litigation and Employment Law Group of Meritas, a global alliance of independent law firms.

She also serves as Executive Vice President of Congregation Ohev Shalom and Vice President, Legal of TOP Jewish Foundation.

ADMITTED

- The Florida Bar, 1998
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida

EDUCATION

- George Washington University Law School (1998)
- University of Florida (1994)

COMMUNITY ACTIVITIES

- A Gift for Teaching
- BBYO, Board of Directors
- Jewish Family Services, Board of Directors
- Leadership Orlando, Alumna
- TOP Jewish Foundation, Board of Trustees

RECOGNITION

- Selected for inclusion in Florida Super Lawyers 2017-2019

PROFESSIONAL CERTIFICATIONS & MEMBERSHIPS

- The Florida Bar
- American Bar Association
- Federal Bar Association
- Orange County Bar Association
- Society for Human Resources Management
- MERITAS, Litigation and Employment Law Practice Group

PRESENTATIONS

- Mitigating Employment Risks of Reopening; Lowndes, April 30, 2020
- "Employment," Financial Relief Webinar; AdventHealth, April 23, 2020
- Paid Leave in the Age of Coronavirus Webinar; Lowndes, April 23, 2020
- Legal Implications of COVID-19 for Your Law Practice Webinar; Orange County Bar Association, April 3, 2020