

RACHEL D. GEBaide

Shareholder

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Rachel D. Gebaide is a Shareholder in the firm and Chair of the [Labor and Employment Law Group](#). She represents 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. Rachel also defends discrimination claims arising under the Fair Housing Act. In addition to her [litigation](#) practice, Rachel drafts employee handbooks, employment agreements, non-competition agreements and separation agreements. She regularly counsels 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 internal investigations.

Ms. Gebaide is a frequent speaker on employment law issues. She also writes on employment law developments for client-focused publications, legal industry news outlets, and the firm's [employment law blog](#).

Ms. Gebaide is a member of the American Bar Association, Federal Bar Association, and the Orange County Bar Association. She is a member of the Labor and Employment Law sections of the ABA and FBA and previously served as chair of the OCBA Labor and



Employment Law Committee. Ms. Gebaide serves on the Board of Trustees of the TOP Jewish Foundation, the Board of Directors of Jewish Family Services of Greater Orlando, and the national Board of Directors of BBYO.

RECOGNITION

- Selected for inclusion in Florida Super Lawyers 2017

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

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

Related News

- [Preparing for #MeToo: Preventing and Responding to Sexual Harassment Claims](#)
- [Florida's Minimum Wage Will Rise to \\$8.46 in 2019](#)
- [Lowndes, Drosdick, Doster, Kantor & Reed Attorneys Rated 2018 Super Lawyers and Rising Stars](#)
- [Dodd-Frank Whistleblowers Must Report to the SEC](#)
- [Florida's Minimum Wage Rises To \\$8.25 In 2018](#)

Services & Industries

- Healthcare
- Labor and Employment Law
- Senior Housing

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)