



GARRETT S. KAMEN

Partner

Fort Lauderdale

954.847.4735

954.525.8739

Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials

Industry Focus

- Healthcare
- Higher Education
- PEO
- Staffing
- Tech
- Transportation and Supply Chain

OVERVIEW

Garrett is a partner in the Fort Lauderdale office with deep experience supporting Professional Employer Organizations (PEOs), staffing firms, and other alternative employers. He regularly guides clients through state licensure processes, industry-specific compliance requirements, joint-employer and co-employer issues, and the operational challenges that can threaten uninterrupted service. Garrett also serves on behalf of the firm as General Counsel for the Florida Association of Professional Employer Organizations (FAPEO), where he advocates for the industry and helps shape policy affecting PEO operations statewide.

In addition to his PEO-focused work, Garrett maintains a robust employment law practice. He defends employers in high-stakes litigation and administrative matters involving harassment, retaliation, discrimination, workplace violence, disciplinary decisions, terminations, and wage-and-hour claims. He is frequently called upon to advise on sensitive workplace issues to minimize liability risk and delivers training and webinars to help organizations manage employees effectively.

Garrett's legal foundation was built in New York, beginning at a premier international law firm before becoming Senior Litigating Counsel for the New York City Law Department's Labor & Employment Division. In his career, Garrett has represented a wide range of clients, from small businesses in just about every industry imaginable to universities to manufacturers to major international businesses in highly regulated industries.

He is a graduate of Fordham University School of Law, where he contributed to the *Fordham Intellectual Property, Media & Entertainment Journal*, and he holds a B.A. from the University of Maryland.

Recent Experience

Garrett has a proven track record of success:

- Secured summary judgment on all claims, including allegations of quid pro quo and hostile work environment sexual harassment, brought against a hospital and a Senior Associate Director.
- Worked with regulators to reverse a decision that canceled a company's license to operate in Florida, thus saving its business in the state.
- Stopped a bogus whistleblower case by demonstrating that the former employee had engaged in bad actions that required him to be sanctioned and the case dismissed.
- Achieved a nearly unprecedented limitation on a plaintiff's ability to present damages at trial against his former employer.
- Defeated multiple putative nationwide class actions in a series of cases against a major beverage company.
- Secured summary judgment in an age-based discrimination and retaliation lawsuit brought by a teacher.
- Defeated plaintiffs' request for conditional certification as a collective action under the Fair Labor Standards Act (FLSA).
- Obtained dismissal of a sanitation worker's disability discrimination claims.

- Secured dismissal of a multinational manufacturing company in a lawsuit filed by the US Department of Justice.
-

Credentials

Education

- Fordham University School of Law, J.D., 2008
- University of Maryland, B.A., 2003

Bar Admissions

- Florida
- New York

Court Admissions

- U.S. District Court for the Eastern District of New York
 - U.S. District Court for the Middle District of Florida
 - U.S. District Court for the Southern District of Florida
 - U.S. District Court for the Southern District of New York
-

Affiliations

Professional Activities

- Member, National Association of Professional Employer Organizations (NAPEO)
- Member, Florida Association of Professional Employer Organizations (FAPEO)
- Member, Society for Human Resource Management (SHRM)
- Legislative Affairs Director for Human Resource Association of Broward County (2020-2021)

INSIGHTS

Insights

Aug 14, 2025

Florida's Mandatory E-Verify Law: A Compliance Plan for Covered Employers

Insights

Nov 22, 2024

Florida Appellate Court Raises Bar for Whistleblower Claims: Key Takeaways and 6 Steps Employers Should Take Now

Event

Aug 15, 2024

PEO Regulatory Update: Mid-Year Check-In

Event

Jul 31, 2024

PEO Midyear Update

Event

Jan 19, 2023

Employee Handbooks and Managing Employee Performance for Schools

News

Dec 14, 2022

Fisher Phillips Elects 22 New Partners Amid Growth for Labor and Employment Counsel