



Garrett S. Kamen

Partner

Fort Lauderdale

t: 954.847.4735

f: 954.525.8739

Email



Service Focus

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

Industry Focus

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

Overview

Garrett is a seasoned partner working in South Florida, renowned for his experience in high-stakes litigation nationwide. Specializing in employment law, Garrett routinely defends against employment related lawsuits and administrative complaints on a variety of issues, including harassment, retaliation, discrimination, workplace violence, disciplinary actions, terminations, and wage & hour issues.

Garrett has a diverse practice that extends far beyond the courtroom. He is proactive in providing counsel in delicate situations to mitigate litigation risks. He also provides training programs and webinars aimed at directing businesses through the intricacies of employee management.

He is a trusted advisor across many industries and takes great pleasure helping his clients navigate their staffing and human resource needs. His skill set is particularly valuable to PEOs and staffing firms who need help navigating the licensure process. He also helps clients remain in compliance with the rules governing the industry and protects their ability to provide unabated service when

they fall short of those obligations. Garrett has extensive experience providing advice and counsel on joint employer, co-employer, and other employer status issues.

Garrett proudly serves as Counsel for the Florida Association of Professional Employer Organizations (FAPEO), advocating for the industry's interests.

Garrett's legal acumen was honed in New York, where he started at a premier international law firm, and eventually becoming Senior Litigating Counsel for the New York City Law Department's Labor and Employment Division. There, he handled matters for a diverse client base, from educational institutions and small businesses to a leading international manufacturer for one of the most highly regulated products in the world.

A graduate of Fordham University School of Law, he contributed to the *Fordham Intellectual Property, Media & Entertainment Journal*. He holds a B.A. from the University of Maryland, where he began building the foundations for his impactful legal career.

Recent Experience

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

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

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

11/22/24

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

Rebecca Bovinet, Garrett S. Kamen, Brett P. Owens

[Read more →](#)

EVENT

08/15/24

PEO Regulatory Update: Mid-Year Check-In

Benjamin M. Ebbink, Garrett S. Kamen, Anne Yarovoy Khan

[Read more →](#)

EVENT

07/31/24

PEO Midyear Update

Garrett S. Kamen, Anne Yarovoy Khan

[Read more →](#)

EVENT

01/19/23

Employee Handbooks and Managing Employee Performance for Schools

Garrett S. Kamen, Brian Guerinot

[Read more →](#)

NEWS

12/14/22

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

Arit Dilip Butani, Jeffrey M. Csercsevits, Chantell C. Foley, Jamie Gross, Rebecca Hause-Schultz, R. Bryan Holbrook, Megan L. Janes, Garrett S. Kamen, Matthew J. Macario, Bret Martin, Radhika Mehta, Samantha J. Monsees, Brett P. Owens, Lisa Peterson, Deniz Uzel Reilly, Ashton M. Riley, Kristin L. Smith, Monica Snyder Perl, Lauren M. Sobaski, Franklin Z. Wolf, Victor Xu

[Read more →](#)

PUBLICATION

10/18/22

Lawyers Advise Healthcare Organizations on Minimizing the Impacts of Politics in the Workplace

A. Kevin Troutman, Garrett S. Kamen

[Read more →](#)

EVENT

08/28/22

2022 HR Florida Conference & Expo

Jennifer B. Carroll, Garrett S. Kamen, LaKisha M. Kinsey-Sallis, Brett P. Owens, Alex G. Desrosiers

[Read more →](#)

EVENT

06/10/22

Fisher Phillips South Florida Annual Seminar – The Great Transformation: Rethinking the Workplace and Your Role

Phillip C. Bauknight, Suzanne K. Bogdan, Michael E. Bonner, Jennifer B. Carroll, Charles S. Caulkins, Ilanit Fischler, Megan L. Janes, Garrett S. Kamen, Kenneth A. Knox, James C. Polkinghorn, Thomas Paul Rebel, Steven A. Siegel, Cathy M. Stutin, Colette F. Wolf

[Read more →](#)

EVENT

02/03/22

Employment State and Local Law Update: Extended Paid Leave, Increased Minimum Wages, Cannabis, Accommodations

Garrett S. Kamen

[Read more →](#)

INSIGHTS

08/20/20

Comprehensive FAQs For Employers On Hurricanes And Other Workplace Disasters

Steven M. Bernstein, Kathleen McLeod Caminiti, Jennifer B. Carroll, Garrett S. Kamen, Todd B. Logsdon, Todd A. Lyon, Kelly Ahern, Shanon R. Stevenson, Travis Vance

[Read more →](#)

[View All →](#)