



## MICHAEL R. MILLER

Senior Counsel

Tampa

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### Service Focus

- Labor Relations

### Industry Focus

- Healthcare
- PEO

## OVERVIEW

Mike Miller has been engaged in the practice of labor and employment law for more than 50 years. During this period, he has achieved a number of firsts. Mike helped form the Florida Association of Professional Employer Organizations (FAPEO) and served as the first General Counsel from its inception FAPEO in 1986 until 2024, when he stepped back to serve in an advisory capacity. During his career, he has been the primary author of all of Florida's PEO laws (and he has been an integral part of Florida's rule making for PEOs), including unemployment compensation (where the PEO can elect to report SUTA under the PEO or its client's rate), workers' compensation exclusivity of remedy, tort reform, Florida's short-lived sales tax on services, and Florida's PEO licensing law, which is the progenitor of all of this country's PEO licensing laws. Mike and his Fisher Phillips colleagues have represented the vast majority of Florida's PEOs during their licensure process. Additionally, Mike and his colleagues have protected the ability of PEOs to furnish unabated services in Florida when the Florida Board of Employee Leasing Companies has reviewed disciplinary matters brought against licensees.

Mike works on a nationwide basis with the Fisher Phillips team of PEO and staffing attorneys to help protect and grow the PEO industry to the point where the industry has now become an integral part of this nation's economy, processing well in excess of \$200 billion in payroll annually.

He also served as the first Labor Counsel to the Florida Health Care Association (FHCA), a role in which he served from 1985 until he stepped back in 2024. For more than 40 years, Mike has guided FHCA members in union, wage and hour, and employment discrimination matters.

Mike is also actively engaged in charitable endeavors involving pediatric cancer issues. He currently serves as an emeritus Board of Directors member of CureSearch for Children's Cancer, helping to steer millions of dollars of funds to cutting edge pediatric cancer research projects around the world. Additionally, he has worked closely with the University of Florida (UF) and was instrumental in obtaining funding from the Florida legislature for UF's i3 (immunotherapy) initiative, which will combine AI technology with patient histories to better design care and cures for cancer and for other immunologically related diseases.

Mike has received numerous awards and recognitions. In this regard, Mike received FAPEO's first "Gazelle Award" recognizing his service to the industry and, in 2017, he was honored by the PEO industry at a gala that raised over \$100,000 for CureSearch. Most recently, Mike received the 2025 "Super Star Award" from FHCA, recognizing his service to the Association.

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## Credentials

### Education

- Boston University School of Law, J.D., 1971
- Boston University, B.A., 1968

### Bar Admissions

- Florida

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## Recognitions

- AV rated by Martindale-Hubbell

## INSIGHTS

### Insights

Jul 2, 2025

Minimum Staffing Rules for Long-Term Care Facilities Tossed Out by Federal Courts and Budget Bill: Key Points for Medicare and Medicaid Healthcare Providers

### News

May 25, 2022

Tampa's Mike Miller Interviews on the Evolution of the PEO Industry

### News

Mar 6, 2020

Inside Outsourcing: Florida Employment Law Veteran Reflects on PEO Industry's Rise

### News

Jan 27, 2020

Fisher Phillips Bolsters Tampa Presence with Prominent PEO Duo