



RALPH A. PETERSON

Senior Counsel

Tampa

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Service Focus

- Alternative Dispute Resolution
- Class and Collective Actions
- Collective Bargaining
- Contract Administration, Union Grievances and Labor Arbitrations
- Counseling and Advice
- Employment Discrimination and Harassment
- Labor Relations
- Litigation and Trials
- Public Sector Labor Relations
- Unfair Labor Practice Charges

Industry Focus

- Energy
- Healthcare
- Manufacturing
- Non-Profit and Tax-Exempt Organizations
- PEO
- Public Sector

OVERVIEW

Ralph Peterson is a seasoned labor and employment attorney who defends employers in a wide range of workplace-related issues, including complex litigation, collective bargaining, arbitrations, and mediations before federal and state courts and administrative agencies. Ralph also advises employers on workplace strategies and preventive measures to mitigate workplace risks. He represents businesses in various industries, including charitable, educational, and religious non-profit organizations.

Before joining Fisher Phillips, Ralph defended, advised, and provided training regarding various labor and employment law and litigation issues to employers, management, and HR specialists in the Pensacola and the Florida Panhandle regions, as well as federal contractors at various governmental facilities throughout the United States. He has authored numerous articles as a writer and editor-in-chief of Florida labor and employment law publications and has frequently addressed management and HR specialists at local and national seminars and symposiums about best HR and management practices and litigation avoidance processes. He has also been a Special Magistrate for the City of Pensacola for quasi-judicial hearings of numerous municipal administrative and enforcement action proceedings.

Credentials

Education

- Florida State University College of Law, J.D., with Honors, 1980
- Cornell University, B.S., 1973

Bar Admissions

- Florida

Court Admissions

- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Middle District of Florida

- U.S. District Court for the Central District of Illinois
 - Supreme Court of the United States
 - U.S. Court of Appeals for the Eleventh Circuit
 - U.S. Court of Appeals for the First Circuit
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Recognitions

- Recognized in *The Best Lawyers In America*, Employment Law -Management, Litigation - Labor and Employment (1999-2021)
 - Recognized as One of America's Leading Lawyers for Business Employment Law by Chambers USA Client Guide (2004-2021)
 - Recognized in An International Who's Who of Management, Labor and Employment Lawyers (2010-2018)
 - *Florida Super Lawyers* (2006-Present)
 - *Florida Trend's Legal Elite* (2005-2006)
 - "AV" Peer Review Rated by Martindale-Hubbell (1984-Present)
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Affiliations

Professional Activities

- Fellow, College of Labor and Employment Lawyers (2013-Present)
- Charter and Emeritus Member (2000-Present), Past President (2010), Academy of Florida Management Attorneys
- Member, Management Labor and Employment Roundtable (an association of U.S. management-side lawyers, 2002-Present)
- Escambia-Santa Rosa Bar Association (1980-Present)
- Florida Bar Labor & Employment, Trial Lawyers, and Administrative Law Sections (1980-Present)
- Article Writer, The Florida Labor Letter (1998-1999)
- Editor-in Chief and Article Writer, HR Specialist: Florida Employment Law (2008-2010)

Community Activities

- Charter President and Current Vice President, Board of Directors, Re-Entry Alliance Pensacola, Inc. (2013-Present)
- Trustee and Past Chair, Board of Trustees, Pensacola Opera, Inc. (2012-Present)
- Member, Treasurer, Lay Delegate, and Teacher, Gulf Breeze United Methodist Church (1995-Present)
- Trustee and Chair, Board of Trustees of the Panhandle District of the Ala.-W.Fla. Conference of the United Methodist Church (2020-Present)
- Mentor, Court Reentry Program, U.S. Dist. Ct., N.D. Fla. (2011-2016)
- Emeritus Master, The C. Roger Vinson American Inn of Court, Pensacola (2009-2016)
- Governing Board, Northwest Florida Water Management District, Chairman and Member (1989-1993)
- NW Florida Representative, Florida Governor's Water Commission (1991-1993)
- Board of Trustees, Northwest Florida Legal Services, Inc., President and Trustee (1984-1996)