# Richard M. Hanchett

Shareholder

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## Overview

Richard M. Hanchett is a shareholder in the firm's Litigation and Dispute Resolution Group. His practice areas include a broad range of employment law matters, including employment discrimination law, including Title VII, Chapter 760 of the Florida Statutes and other state and local antidiscrimination provisions; Family Medical Leave Act; Americans with Disabilities Act, including alleged employer discrimination and public accommodation/access claims; wage and hour issues under the Fair Labor Standards Act and Florida law; whistleblower claims; retaliation claims; drug testing and employee privacy in the workplace issues; employment contract disputes; noncompete and restrictive covenants, and employee background checks/FCRA compliance issues. Mr. Hanchett has handled numerous charges of discrimination and other employee issues with the Equal Employment Opportunity Commission, the U.S. Department of Labor, the Florida Commission on Human Rights and local government agencies.

Richard is experienced in products liability (personal injury and property damage claims) litigation representing medical device manufacturers and claims against distributors with respect to agricultural products (allegedly defective fungicide, mulch [film] and tomato stakes) and marine generators. He is also experienced in organ and tissue procurement law, and insurance coverage litigation.

## Representative Matters

**Employment Law**

- Representing employers in arbitrations, formal and informal administrative hearings, bench and jury trials in state courts throughout Florida and jury trials in federal courts.
- Counseling clients in compliance issues, terminations, employee discipline, investigations, personnel practice audits and development, employee counseling and training. He also advises clients with respect to insurance coverage for employment claims and litigates such issues when necessary.

**Products Liability**

- Representation of medical device manufacturer in connection with wrongful death claim alleging failure of telemetry/monitoring devices.
- Represented medical device manufacturer/medical device maintenance provider in personal injury claim based on radiation burns received during imaging.
- Represented medical device manufacturer in connection with potential claim that infusion pump cause neonatal injury.
- Representation of manufacturer of electrical distribution and generation products in multiple personal injury and property damage claims involving transformers, generators, bus bars, uninterruptible power supply devices, and surge arresters.

## Honors and Distinctions

## Practice Areas

- Employment
- Litigation and Dispute Resolution
- Casualty / Personal Injury Defense
- Health Care
- Insurance
- Construction
- Environmental

## Education

- J.D., Yale Law School, 1987
- B.A.,*magnacumlaude*, History, University of Massachusetts, 1973
  - Harold W. Carey Prize in history

## Admissions

- Florida
- United States District Court, Middle and Southern Districts of Florida
- United States Court of Appeals, Eleventh Circuit

- *The Best Lawyers in America*
  - Commercial Litigation, 2021-2027
  - Employment Law - Management, 2023-2027
  - Litigation - Labor & Employment, 2020-2027
- *Tampa Magazine's Top Lawyers List*, 2020-2026
- AV Preeminent Peer Review Rated by Martindale-Hubbell
- *Florida Super Lawyers,* 2011-2021 (10+ year recognition)

## Thought Leadership

- "The CHOICE Act: Florida Substantially Broadens Enforceability of Covered Noncompete Agreements and Clarifies Enforceability of 'Garden Leave' Agreements," Employment Law Update, May 2025
- "Court Strikes Down DOL Rule Raising Minimum Salary Required for Exemptions from Overtime Pay," Employment Law Update, November 2024
- "Federal Court Blocks FTC Non-Compete Rule From Taking Effect," Employment Law Update, August 2024
- "DHS Introduces New Alternative Procedures for Remote Examination of Work Authorization Documents," Employment Law Update, September 2023
- NLRB Marks Return to Stricter Standard for Evaluating Workplace Policies, Employment Law Update, September 2023
- DOL Announces Proposed Rule to Increase the Minimum Salary Required for Exemptions from Overtime Pay Requirement,*Trenam Legal Update*, September 2023
- "NLRB Decision Marks Return to Stricter Independent Contractor Test," Employment Law Update, June 2023
- Employers Face Increased Risks Associated with Entering Into Non-Competes and Other Restrictive Covenants with Employees,Employment Law Update, June 2023
- New Florida Law Further Restricts Employer COVID-19 Measures, Employment Law Update, June 2023
- Gov. DeSantis Signs Immigration Bill Imposing E-Verify and Other Requirements for Many Employers, Employment Law Update, May 2023
- Consumer Financial Protection Bureau Issues Updated Summary of Rights Form, Employment Law Update, May 2023
- New Protections for Pregnant and Nursing Employees, Employment Law Update, May 2023
- NLRB Issues Decision Limiting Employers' Ability to Include Confidentiality and Non-Disparagement Provisions in Separation Agreements, Employment Law Update, May 2023
- NLRB Issues Decision That May Restrict Workplace Civility Policies, Employment Law Update, May 2023
- DHS Ends Policy Allowing Flexibility for Employers to Verify Form I-9 Documents, Employment Law Update, May 2023
- "Employment Law Update," co-presenter with Alicia Koepke, Matthews Benefit Group 16th Annual Tax & Business Update, St. Petersburg, FL, June 2016