Jacqueline Prats

Associate

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Overview

Jacqueline Prats is an associate in the firm's Employment Law Practice Group and is experienced in advising employers both in and outside of employment disputes. She represents businesses in the litigation and arbitration of a broad array of employment claims, including wage-and-hour, family and medical leave, restrictive covenant, trade secret, retaliation/whistleblower, and discrimination claims (including harassment and failure-to-accommodate claims), among others. She also represents businesses in employment-related government investigations and pre-dispute negotiations.

Jacqueline also regularly advises employers on federal and state employment-law compliance. She assists employers with developing and implementing workplace policies; drafting employee and employment-related agreements, including non-compete and other restrictive covenant agreements; preparing and updating employee handbooks; and drafting other employment-related documents and agreements. She also provides practical, real-time guidance to employers on issues and incidents that arise in the workplace, including handling employee harassment, discrimination, or retaliation complaints; evaluating employee requests for leave or accommodations; conducting internal workplace investigations; navigating disciplinary or personnel actions; and a wide variety of other workplace issues, large and small.

Representative Matters

- Won summary judgment on behalf of employer in federal harassment and retaliation case.
- Successfully defeated a summary judgment motion in a multi-count breach-of-contract and deceptive trade practices case on behalf of a business client,leading to resolution of claims out of court.
- Successfully moved class-action Fair Labor Standards Act claims against employer from court to arbitration.
- Assisted in blocking opponent's demand for attorneys' fees, resulting in six-to seven-figure reduction of client's potential liability.
- Assisted in winning summary judgment in complicated trade-secrets misappropriation case, leading to resolution of claims out of court.
- Represented numerous employers in drafting and review of employment documents including employee handbooks, workplace policies, and employment agreements.
- Represented businesses in negligence claims, defamation claims, contract disputes, and collections matters.
- Represented employers of varying sizes against charges of gender, sexual orientation, race, age, and disability discrimination filed with federal, state, and local administrative agencies.
- Represented employers of varying sizes against claims of wage-and-hour violations, trade secret misappropriation, harassment, discrimination, and retaliation, in both federal and state court.
- Represented companies and individuals in prosecution and defense of non-compete and other restrictive covenant claims.

Honors and Distinctions

Alternate Contact

Lorraine S. Valente
Legal Assistant
(727) 824-6136
LValente@trenam.com

Practice Areas

- Employment

Education

- J.D., *summa cum laude*, Stetson University College of Law, 2015
  - Executive Editor, *Stetson Law Review*
  - *Stetson Law Review's* Darby Award for leadership and dedication
  - Wehle Award for best performance in trial advocacy section
- B.F.A., *with honors*, Theatre, New York University, 2007

Admissions

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

- *The Best Lawyers in America*
  - Commercial Litigation, 2024-2027
  - Employment Law - Management, 2027
  - Litigation - Labor and Employment, 2027
- *Florida Super Lawyers , Rising Stars*, Employment Litigation: Defense, 2019-2025
- *Florida Trend's Legal Elite*, Up & Comers, 2019
- The Florida Bar Labor and Employment Section,*Checkoff* Newcoming Author of the Year Award, 2020

Professional Involvement

- American Bar Association, Labor & Employment Section
- Hillsborough County Bar Association, member
- Florida Bar
- Florida Association for Women Lawyers (FAWL), Student Member
- Bay Area Legal Services (BALS)
- Tampa Connection, Class of 2020

Community Involvement

- Kinney Karate, Martial Arts Instructor
- Family Forms Clinic for Bay Area Legal Services
- Stageworks Theatre, Community Engagement Committee

Thought Leadership

- "Wage-and-Hour Law 101," Speaker, The Florida Bar, Labor and Employment Law Section CLE, October 2025
- "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
- "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
- ABA-TIPS/ABOTA National Trial Academy, Participant, September 2022
- "Jacqueline Prats discusses the EPA Supreme Court Decision on Ruling Making Power from DOL, EEOC, and NLRB," *SHRM*, July 2022
- "Diversity Initiatives and the Backlash of Reverse Discrimination Claims," *The Florida Bar Journal,* August 2021
- "Jaqueline Prats Discusses Perfect Attendance Policies," *SHRM Online*, May

2021

- "FFCRA's Mandate Will Expire, but Appropriations Bill Allows Employers to Seek Tax Credit for Paid Leave Offered Voluntarily," Employment Law Update, December 2020
- "New NLRB Decision Eases Restrictions on Keeping Harassment Investigations Confidential," Author, *Modern Restaurant Management*, January 2020
- "SCOTUS Resolves Circuit Split on Administrative Exhaustion as Jurisdictional Requirement," Author, the *Checkoff*, August 2019
- "Are ArbitrationAgreements Necessary for Class-Action Waivers to Be Enforceable?," Author, Florida Bar Journal, Vol. 92, No. 9, November 2018
- "2018 Midwinter Treatise Supplement: The Fair Labor Standards Act," Contributing Author, Forthcoming 2018
- "The Decision That Could Alter Employment Contracts for Restaurants," Author,FSR Magazine,June 2018
- "Hot Topics in Whistleblower Law," Speaker, Federal Labor Standards Legislation Subcommittee of the Labor & Employment Law Section of the ABA, February 2018