



**David Stefany**  
Shareholder

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David Stefany represents public and private sector clients in all aspects of labor and employment law. He regularly counsels both public and private sector employers on the development and administration of effective policies and procedures in their respective workplaces, the effective management of employees, and addressing a wide array of day-to-day compliance questions with applicable federal, state and local laws.

David's legal practice is also devoted to representing clients in administrative matters pending before the Equal Employment Opportunity Commission, the United States Department of Labor, the National Labor Relations Board, the Bureau of Alien Labor Certification Appeals and other state and federal agencies. He also has significant experience defending clients from asserted labor and employment law claims in various state and federal courts, including litigation claims asserted by individuals, as well as collective actions under the Fair Labor Standards Act, and class actions.

David also has extensive experience representing the legal interests of agricultural employers, and their unique employment law compliance issues under federal, state and local law. Such counseling includes assisting fixed-site agricultural businesses and farm labor contractors in managing all aspects of the recruitment and hiring of seasonal farmworkers, including compliance with the federal temporary guest worker programs.

David also conducts on-site training on a wide range of employment law topics, frequently giving compliance presentations to employer and agricultural associations.

#### **Professional Experience**

Attorney with the Firm since 1984  
35 years of experience in Labor and Employment Law

#### **Professional Recognition and Associations**

Florida Bar Board Certified in Labor and Employment Law (2001-2021)  
American Bar Association  
The Florida Bar Association  
Martindale Hubbell AV Preeminent Rating  
Listed as one of "The Best Lawyers in America" (2007-2017)

#### **Court Admissions**

U.S. Court of Appeals for the Eleventh Circuit  
U.S. District Courts for the Northern, Middle and Southern Districts of Florida  
U.S. District Court for the Eastern District of Michigan

#### **Honors and Awards**

Leadership Tampa (2005)  
Leadership Tampa Alumni Board Member and Officer (2003-2005); Chair (2005)

#### **Education**

Wake Forest University, (B.A., Political Science, 1981)  
Stetson University College of Law (J.D., 1984)

#### **Publications**

Author of numerous articles on employment law and frequently lectures on topics concerning the field of labor and employment law seminars

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