



Jason Vail
Shareholder

Tallahassee Office
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Jason E. Vail is a shareholder with the Firm's Tallahassee office. Jason counsels employers on employment compliance issues and litigates cases under various federal and state employment and labor laws, including, Title VII of the Civil Rights Act, regarding discrimination claims based on race, religion, gender, national origin, and pregnancy. He has also represented employers in cases brought under the Age Discrimination and Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Florida Civil Rights Act, Chapter 760 F.S., the Fair Labor Standards Act (FLSA), the Occupational Safety and Health Act (OSHA), the Florida Workers' Compensation Law, the Florida Reemployment Assistance Program Law, and various state and federal constitutional claims including First Amendment challenges. Jason also litigates disputes involving classification of independent contractors and drafted and enforced executive contracts and non-compete agreements.

Jason represents public and private clients in traditional labor matters including collective bargaining, labor arbitration and unfair labor practice cases before the Public Employees Relations Commission (PERC) and the National Labor Relations Board (NLRB).

Originally from Jacksonville, Florida, he received his B.S. in Legal Studies from the University of Central Florida, *summa cum laude*. Thereafter he graduated from the Florida State University College of Law receiving his J.D., *cum laude*. He is Board Certified by the Florida Bar as a specialist in labor and employment law. Jason frequently lectures and provides training to employers for employment related matters.

Jason is a member of the Florida Bar, Labor and Employment Law section and former Co-chair of the Law School Liaison Subcommittee, Labor and Employment Law Section of the Florida Bar Executive Council. He currently serves as President on the Board of Directors for the Big Bend Habitat for Humanity. He served on the Board of Directors for the Tallahassee Midtown Merchants Association (2007-2009) and

was a founding Board member of TallyTIES, a non-profit service organization. In 2011, TallyTIES was named by Guardian Ad Litem of the Big Bend as the statewide "Community Advocate of the Year." In 2017, he was a founding member of the League of Justice program supporting the Legal Aid Foundation of Tallahassee. He is also a member of the Rotary Club of Tallahassee and has been a Leon County Schools volunteer most recently participating in the United Way's ReadingPals program. He lives in Tallahassee with his wife Abigail, two children, and their dog, Summer.



Professional Experience

Shareholder with Allen Norton & Blue, P.A. practicing Labor and Employment law, representing management in federal and state court litigation, as well as administrative and labor-related matters since 2005

Prior to joining the firm as an Associate, Mr. Vail gained considerable experience as a law clerk for ANB (2003-2005) City of Jacksonville Municipal Law Clinic 2004

Professional Recognition and Associations

Florida Bar Board Certified Labor and Employment Lawyer
The Florida Bar Association, Labor and Employment Section
Tallahassee Bar Association
Big Bend Habitat for Humanity Board of Directors (2018-Present)(Secretary 2021-22)(President 2022-present)
Tally TIES Board of Directors (founding member 2009-2012)
Florida Trend's Legal Elite: Up and Coming Attorney (2008, 2009)
Tallahassee Midtown Merchant's Association Board of Directors (2007-2009)
Co-chair of the Law School Liaison Subcommittee of the Membership Outreach Committee, Labor and Employment Law Section of the Florida Bar Executive Council (2009-2011)
Florida Super Lawyer (2013, 2017-Present); *Florida Super Lawyer Rising Star* (2012)
Rotary Club of Tallahassee (2013-present)
Florida Association of Police Attorneys (2014-present)
Florida Educational Negotiators (2016-present)
Society for Human Resource Management, Member (2014-present)
Leadership Tallahassee Class 35



Court Admissions

All Florida State Courts, 2005
U.S. District Courts for the Northern and Middle Districts of Florida
United States Eleventh Circuit Court of Appeals

Education

Florida State University College of Law, *cum laude*, (J.D., 2005)
University of Central Florida, *summa cum laude*, (B.S., 2001)

Publications

Protecting Company Trade Secrets During the COVID-19 Pandemic, The Checkoff – The Florida Bar Labor & Employment Law Section, September 2020
Quigg: The Demise of McDonnell Douglas in Mixed-Mixed Motive Discrimination Cases, Florida Bar Labor and Employment Section E-Updates, May 2016
Co-author, Florida County Government Guide, Florida Association of Counties, 1st Edition (2010)
Contributing Editor, ABA Model Jury Instructions, Employment Litigation, 2nd Edition (2005).
Drawing the Line: Punitive Damages and Arbitration, Conflict Management, Winter 2006- Vol 10, Issue 3

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