



Robert E. Larkin III
Shareholder

Tallahassee Office
850-561-3503
rlarkin@anblaw.com

Rob represents public and private sector clients in all facets of labor and employment law. With respect to his traditional labor practice, Rob has represented employers in union matters before the National Labor Relations Board and the Florida Public Employees Relations Commission.

His labor experience consists of assisting employers in union organizing efforts, collective bargaining, and defending unfair labor practice charges and arbitrations. Rob routinely conducts training in labor-related matters and has lectured on these topics for several colleges and universities as well as the Florida Bar, Labor and Employment Section.

In addition, Rob has extensive experience litigating employment related cases in state and federal courts and administrative agencies, including workplace discrimination and harassment, wage and hour, retaliation and whistleblower, and state and federal constitutional claims. He has also presented oral arguments before several state and federal appellate courts.

Rob frequently conducts management and employee training and has presented to national and professional organizations and industries on a variety of labor and employment matters.

Rob is certified by the Florida Bar as a Specialist in Labor and Employment Law. In 2018, he was appointed as the Deputy General Counsel to the Florida Sheriffs Association.

Professional Experience

23 years of Labor and Employment Law, representing management
Deputy General Counsel to the Florida Sheriffs Association
Distinguished lecturer on Labor and Employment matters, Lorman Education Services, Sterling Education Services and Council on Education
Frequent Speaker and Trainer on Employment Law matters for in-house and public seminars
Member, "Florida Academy of Management Attorneys"

Professional Recognition and Associations

Martindale Hubbell AV Preeminent Rating
2003-Present Florida Bar Certified Labor and Employment Law
Member, William H. Stafford, Inns of Court
Member, Tallahassee Chamber of Commerce Leads Group
Tallahassee Bar Association
Chairman, Tallahassee Construction Industry Review Committee
Florida Association of Police Attorneys
2009-Present Listed as one of the "Best Lawyers in America"
2007-2011 Florida Trend's Legal Elite
2009-Present Listed as a Florida Super Lawyer

Court Admissions

U.S. Court of Appeal for the 11th, 5th, and 3rd Circuits, 2001
U.S. District Courts for the Northern (1999) and Middle (2000) Districts of Florida
U.S. District Courts for the Eastern, Middle and Western Districts of Louisiana
U.S. District Court for the Southern District of Texas, 1998
All Florida State Courts
All Louisiana State Courts

Education

Tulane School of Law, *Cum Laude*, (J.D., 1996)
Florida State University, (M.S., 1992)
Florida State University, (B.S., 1991)

AV®, *AV® Preeminent™*, *Martindale-Hubbell DistinguishedSM* and *Martindale-Hubbell NotableSM* are certification marks used under license in accordance with the *Martindale-Hubbell®* certification procedures, standards and policies.

Super Lawyers® is a registered trademark of Thomson Reuters. *Best Lawyers®* and *The Best Lawyers in America®* are registered trademarks of Woodward/White, Inc.