

Kimberly Rivera

Associate

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Focus Areas

Discrimination and Harassment

Whistleblowing, Compliance and Investigations

Labor Management Relations

Overview

Kimberly Rivera represents management in various aspects of employment law, including disputes before administrative agencies, and in state and federal courts throughout Florida. Kimberly has experience litigating issues related to allegations of employment discrimination and retaliation, including claims involving workplace torts, employment contracts, whistleblowing, and wage and hour violations.

In addition to litigation, Kimberly provides employers with advice and counsel related to day-to-day employment issues encompassing investigations, discipline, terminations, policies and handbooks, wage and hour compliance, and ensuring facilities and websites are accessible to individuals with disabilities under Title III of the Americans with Disabilities Act (ADA).

In addition to her work in employment litigation, Kimberly has experience representing employers in various aspects of traditional labor law, such as collective bargaining negotiations, labor arbitrations and grievances, and unfair labor practice charges.

During law school, Kimberly worked as a certified legal intern in the Public Defender's office, representing juvenile defendants, and was a teaching assistant to the 1L legal writing and research class during her 2L year. In addition, she served as an articles editor for *The Florida State University Law Review* and was awarded the distinction of "Outstanding Editor" for the 2015-2016, Volume 43 edition. She was also a member of the Vis Moot team and competed in an international commercial arbitration competition held in Vienna, Austria.

Professional and Community Affiliations

- Member, Federal Bar Association
- Member, Hillsborough County Bar Association

Recognition

- Book Awards, Criminal Practice Clinic, Advanced Legal Research, Capital Punishment Seminar, *Florida State University College of Law*, 2015-2016

Education

J.D., Florida State University College of Law, 2016, *magna cum laude*

M.A., Lehman College, 2010

B.A., Florida State University, 2006

Bar Admissions

Florida

Courts

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Southern District of Florida

Languages

Spanish

Publications & Press

What Employers Need to Know About Florida's New E-Verify Law

ACC Tampa Bay Newsletter

June 12, 2023

Workforce strategies amid loud layoffs, quiet hiring and economic uncertainty

South Florida Business Journal

April 7, 2023

Speaking Engagements

Hiring Issues Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

September 21, 2023

From Loud Layoffs to Quiet Hiring: What Employers Need to Know in 2023

March 10, 2023