

## Alan L. Quiles (Associate)



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### Areas of Practice

- LABOR & EMPLOYMENT
- LITIGATION - CIVIL
  - Antitrust
  - Appellate
  - Commercial Litigation
  - Labor & Employment Litigation

### Education

- J.D., Cornell Law School, 1995
- B.A., *cum laude*, University of Houston, 1992

### Bar Admissions

- Florida

### Court Admissions

- U.S. District Court, Southern District of Florida
- U.S. Court of Appeals, Eleventh Circuit

### Memberships

- Federal Bar Association for the Southern District of Florida
- Hispanic Bar Association of Palm Beach County

[info@ruden.com](mailto:info@ruden.com)

An AV rated attorney, Mr. Quiles focuses his practice principally in the areas of employment law and complex commercial litigation. He has represented management in employment claims for over 12 years in State and Federal Courts. His experience includes defense of State and Federal discrimination claims, FLSA claims, FMLA claims, WARN Act claims, USERRA claims, OSHA, ERISA, COBRA, State minimum and unpaid wage claims, State unemployment claims, State and Federal whistleblower claims, workers' compensation retaliation claims, and HIV/AIDS claims. He has also represented employers through the EEOC and FCHR administrative processes and represented employers in arbitration proceedings before the NASD, AAA and others. He assists management with claims avoidance through revised employment policies and practices including workplace audits to insure compliance with State and Federal employment laws. He routinely assists with internal investigations and provides in-house seminars to management on numerous workplace topics including workplace violence, racial sensitivity and sexual harassment. He has also successfully litigated non-compete and trade secret claims. In addition to his trial experience, Mr. Quiles also represents appellate matters at all levels of the state and federal appellate system.

Mr. Quiles graduated from Cornell University School of Law in 1995 after receiving his Bachelor of Arts in Psychology, *cum laude*, from the University of Houston. While attending Cornell University School of Law, he served as an Articles Editor for the Cornell Journal of Law and Public Policy.

Mr. Quiles has extensive experience in the following areas of Employment Law litigation, compliance and consulting:

- Title VII Discrimination (Race, nationality, religion and gender including hostile work environment and quid pro quo sexual harassment)
- Florida Civil Rights Act (FCRA)
- Fair Labor Standards Act (FLSA)
- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA)
- Non-Competition and Trade Secret Agreements
- Florida Minimum Wage Claims
- Florida Unpaid Wages Claims
- Unemployment Compensation
- Family and Medical Leave Act (FMLA)
- Florida Whistleblower's Act
- Pregnancy Discrimination Act (PDA)
- HIV/AIDS Privacy Statutes

- Palm Beach County Bar Association
- The Florida Bar, Labor and Employment Section
- Advocacy Center for Persons with Disabilities, Inc., Board of Directors

## Alan L. Quiles (continued)

- Worker Adjustment and Retraining Notification Act (WARN)
- County Civil Rights Ordinances in Dade, Broward and Palm Beach Counties

### Additional experience in:

- National Labor Relations Act (NLRA)
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Occupational Safety and Health Act (OSHA)
- Florida's Drug-Free Workplace Act
- Constitutional claims - §§1981, 1983 and 1985
- ERISA/COBRA
- Workers' Compensation Retaliation

### Services provided:

- Litigation, including jury trials, arbitration and NASD proceedings in the above areas
- Drafting and negotiating employment agreements, non-competes and severance agreements
- Administrative hearings, including unemployment compensation hearings
- EEOC proceedings, including responses to charges of discrimination and alternative dispute resolution
- Compliance audits, including wage and hour audits, policy and procedure reviews
- Counseling regarding employment decisions, including termination procedures
- Drafting, reviewing and revising policies and handbooks
- Mass layoff planning and WARN compliance
- Assist with internal investigations
- Governmental investigation defense
- Employee seminars on various workplace issues including workplace violence, racial sensitivity and sexual harassment

### Experience in several industries, including the following:

- Retail sales
- Medical
- Legal
- Hotel and Restaurant
- Banking and Investment
- Distribution
- Construction
- Internet
- Aeronautics
- Domestic Services
- Not-for-profit organizations
- Real Estate and Property Management
- Advertising
- Pharmaceuticals
- Media and Entertainment

## Alan L. Quiles (continued)

### **Of Note**

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#### **Published Works:**

*Cornell Journal of Law and Public Policy (Articles Editor)*, Cornell University Law School

### **Publications**

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- 2009 Brings Drastic Changes To ADA, Increases Burden On Employers
- Corporate Law Advisory Spring 2009
- Why Should I Audit My Wage and Hour Policies?

### **Speaking Engagements**

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- It's Time to Dust Off Your Employment Practices