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Pedro Forment is a principal in the Miami, Florida, office of Jackson Lewis P.C. He is a former attorney for the U.S. Department of Labor's Office of the Solicitor.

Pedro represents employers throughout the United States and is a frequent lecturer on employment law as well as workplace safety and health issues. He has significant class action experience in multiple jurisdictions and practices before federal and state courts as well as administrative agencies throughout the United States.

Pedro is a frequent lecturer, and is a contributor to journals and periodicals dedicated to employment law, including, compliance with and management of disability and leave laws (FMLA, ADA), wage and hour (FLSA and state law requirements), non-compete agreements, defense against discrimination, retaliation and whistleblower lawsuits, as well as OSHA and workplace safety, health and environmental issues.

Prior to attending law school, Pedro attended Wroxton College, in England (1983) and Universidad Santiago Compostela Spain (1984).

## Practices

- National Compliance and Multi-State Solutions
- Corporate Governance and Investigations
- Disability, Leave and Health Management
- Financial Services
- Leisure
- Healthcare
- Hospitality
- Hotels
- Employment Litigation
- Reductions-in-Force/WARN Act
- Restaurants
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Transportation and Logistics
- Wage and Hour
- Workplace Safety and Health
- Workplace Training
- Life Sciences
- Private Equity

## Representative Clients

Pedro's clients include (among others) national retail food chains, restaurants, amusement parks and theme parks, warehousing and distribution centers, airlines, telecommunications companies, construction companies, manufacturers, hospitals, employers in healthcare industry, health plans, staff leasing and professional employer associations, engineering firms, mines, industrial manufacturing companies, printing companies, correctional facilities, safety associations, security firms, hotel and conference centers, financial services companies, biotechnology firms, producers of nutritional supplements, power plants, professional associations (CPAs, physicians, etc.).

## Education

- University of Pennsylvania Carey Law School, J.D. 1992
- Wesleyan University, B.A. 1987

## Employment Advice and Litigation

- advice and litigation defense (individual or class action) of discrimination and harassment cases, including, Title VII, ADEA, ADA, FLSA, FMLA
- preparation of/defense of employment contracts and non-competes
- preparation of independent contractor agreements
- defense of wage and hours claims, conducting wage and hour audits, representation of employers with tax audits for employee/independent contractor issues
- advice and handling of workers' compensation retaliation and disability claims
- assessment and implementation of solutions for workplaces – including management/employee relations, conflict resolution, communication, training, discipline, documentation

## Admitted to Practice

- 11th Circuit Court of Appeals 2001
- Florida - M.D. Fla. 1996
- Florida - N.D. Fla. 2010
- Florida - S.D. Fla. 1996
- District of Columbia (inactive) 1992
- Florida 1995
- Massachusetts (inactive) 1995
- Pennsylvania (inactive) 1992

## Governmental Agencies and Statutes

- advice and litigation defense on state/federal statutes including, OSHA, Migrant Seasonal Agricultural Workers' Protection Act, Federal Mine Health and Safety Act,

Energy Reorganization Act, Atomic Energy Reorganization Act; Hazardous Material Regulations (HMR), International Civil Aviation Organization (ICAO) Technical Instructions for the Safe Transport of Dangerous Goods by Air

- advice and defense against whistleblower actions pursuant to state/federal statutes
- handling all aspects of government agency investigations (including, OSHA, Federal Aviation Administration ("FAA"), National Transportation Safety Board ("NTSB")) following workplace accidents, catastrophes and fatalities

### Workplace Environmental Safety and Health and Toxic Torts

- advice and litigation defense involving workplace environmental/toxic torts, safety and health issues, including, handling of internal complaints, employee issues regarding exposure to contaminants or illnesses, etc.
- representation during all aspects of OSHA inspections, investigations, citations and hearings before administrative agencies
- assisting with press release information and responses to requests for information related to inspections, investigations, litigation and workplace catastrophes/fatalities
- coordinating through established contractors workplace environmental testing and monitoring
- workplace safety audits, process evaluation and OSHA Compliance
- management/supervisor training and seminars

### Labor Relations

- collective bargaining; contract administration to employers in their relationships with unions

### Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2011-present)
- Latino American Who's Who
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (2004-present)
- *Super Lawyers*®, "Super Lawyer" (2011-2014, 2016-present)