

Kimberly J. Doud

Office Managing Shareholder

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Focus Areas

Labor Management Relations

Discrimination and Harassment

Whistleblowing, Compliance and Investigations

Policies, Procedures and Handbooks

Overview

Kimberly J. Doud is a dual threat with extensive experience advising employers in both traditional labor and employment law. She is a seasoned litigator and a strong counselor. Kimberly has a proven track record representing public and private employers nationwide in various industries regarding sensitive workplace issues and labor management relations, including:

- Conducting compliance and leadership training
- Performing audits and investigations
- Drafting human resource policies
- Advising clients in union organizing campaigns and elections
- Negotiating collective bargaining agreements
- Handling matters in arbitration and before federal and state courts and federal and state agencies including the National Labor Relations Board, the Equal Employment Opportunity Commission, and the Florida Commission on Human Relations

With her substantial knowledge and experience in both areas, Kimberly serves as a trusted advisor in developing and executing labor relations strategies and counseling employers on managing their unionized workforce. Clients value Kimberly for being more than a subject matter resource; they appreciate her practicality, tenacity, transparency, emotional intelligence, and empowering—yet fun-loving—nature.

During law school, Kimberly was an articles and symposium editor and a digest writer for the *Stetson Law Review*.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, The Florida Bar
- Member, Society for Human Resource Management (SHRM)
- Executive Board Member, Board of Directors, United Cerebral Palsy of Central Florida
- Chair, Board of Directors, United Cerebral Palsy of Central Florida, 2022-2024
- Member, Judicial Nominating Commission, Ninth Judicial Circuit Court of Florida, 2011-2015
- Chair, Judicial Nominating Commission, Ninth Judicial Circuit Court of Florida, 2014-2015
- Former Member, Gala Committee, Juvenile Diabetes Research Foundation, Central Florida Chapter

Recognition

- Named, The Best Lawyers in America®, 2025
- Named, Rising Star, Florida, *Law & Politics*, 2010 and 2011

Education

J.D., Stetson University School of Law, 2001, *cum laude*

B.S., University of Florida, 1997

Bar Admissions

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

Publications & Press

Why Employers Should Care About Women's Health And Its Impact On Workplace Policies

ACC Central Florida

November 20, 2023

Workforce strategies amid loud layoffs, quiet hiring and economic uncertainty

South Florida Business Journal

April 7, 2023

Goodbye Quiet Quitting, Hello Loud Layoffs

ACC North Florida Newsletter

January 10, 2023

It's Almost Election Time – Navigating the Minefield of Politics at Work

ACC Tampa Bay

October 28, 2022

Florida Issues Emergency Rule and FAQs on COVID-19 Vaccine Directive

SHRM Online

December 20, 2021

Florida Issues Emergency Rule and FAQs on its Vaccine Mandate Law

Littler Insight

December 13, 2021

Mandatory Confusion: The State of Florida and Vaccine Mandates

ACC North Florida

November 30, 2021

Candid COVID Conversations: Florida's New COVID Law

Littler Podcast

November 23, 2021

Day 2: Application of Florida's Vaccine Mandate Law

Littler ASAP

November 19, 2021

New Florida Law Governs Employer Vaccine Mandates

Littler ASAP

November 18, 2021

Candid COVID Conversations: Florida and OSHA's ETS

Littler Podcast

November 11, 2021

Allyship: An Important Part of the Inclusion, Equity, and Diversity Conversation

ACC North Florida

August 24, 2021

Candid COVID Conversations: Delta and More

Littler Podcast

August 3, 2021

Employers Must Remain Focused on COVID-19 Issues

Association of Corporate Counsel North Florida

July 1, 2021

Allied Behavior: Perceptions about Race (Juneteenth Edition)

Littler Podcast

June 17, 2021

“We are No Longer in a State of Emergency” in Florida – Or Are We?

Littler ASAP

May 4, 2021

Allied Behavior: Turning Allyship into Action

Littler Podcast

April 21, 2021

Candid COVID Conversations: Vaccine Passports, Florida’s Latest Executive Order and Florida’s Liability Shield Law

Littler Podcast

April 8, 2021

Candid COVID Conversations: American Rescue Plan and Other Florida Updates

Littler Podcast

March 17, 2021

Candid COVID Conversations: OSHA Enforcement of COVID-Related Safety Standards

Littler Podcast

March 3, 2021

To Vaccinate or Not to Vaccinate? The Latest Quandary

ACC North Florida

March 2, 2021

Candid COVID Conversations: Vaccines Part 4 – Talking about the Vaccine in the Workplace

Littler Podcast

February 18, 2021

Candid COVID Conversations: Vaccines Part 3 – Unionized Workforces and Residential School Settings

Littler Podcast

February 11, 2021

Candid COVID Conversations: Vaccines Part 2 - Incentives

Littler Podcast

February 4, 2021

Candid COVID Conversations: Vaccines Part 1

Littler Podcast

February 2, 2021

New Administration Pushes for \$15 Minimum Wage

Littler ASAP

January 28, 2021

A New Day in America: Candid COVID Conversations

Littler Podcast

January 26, 2021

Littler Appoints Three Office Managing Shareholders

Littler Press Release

December 22, 2020

Florida Passes Amendment 2, Gradually Increasing Florida's Minimum Wage to \$15 an Hour

Littler ASAP

November 9, 2020

Survey Finds Employers in Florida, Nation Concerned with Safety, Remote Work Accommodations and Liability as They Reopen Workplaces Amid COVID-19

Association of Corporate Counsel

July 23, 2020

Reopening Florida: The Step-by-Step Plan for Florida's Recovery

Littler Insight

June 5, 2020

Is Karaoke Dead? An Employer's Guide to Post-Pandemic Life

Association of Corporate Counsel

May 4, 2020

Re-Opening Florida: The Step-by-Step Plan for Florida's Recovery

Littler Insight

May 1, 2020

Should Employees Who Have Been Evacuated Be Paid During a Hurricane?

SHRM Online

September 5, 2019

Five Employer Considerations as Hurricane Dorian Approaches Florida

Littler ASAP

August 29, 2019

Survey Finds Employers in Florida, Nation Adjusting to a Changing Work Culture and Exploring Emerging Technologies

Association of Corporate Counsel

July 1, 2019

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 3, 2018

The State of Legal Protections for LGBTQ Employees

Association of Corporate Counsel North Florida Chapter Newsletter

Second Quarter 2017

How to Address Transgender Employment Issues in the Workplace

Workforce

February 18, 2016

From Pronouns to Restrooms – Accommodating Transgender Employees in the Workplace

Association of Corporate Counsel North Florida Chapter, Fourth Quarter Newsletter 2015

The Legal Challenges of Telecommuting

Association of Corporate Counsel North Florida Chapter, Third Quarter Newsletter 2015

Same-Sex Married Couples Now Have Equal Rights to FMLA Leave Regardless of Their Residence

Association of Corporate Counsel North Florida Chapter, First Quarter Newsletter 2015

Speaking Engagements

2024 Florida Regional Employer Conference

Orlando, FL

November 14, 2024

2023 Florida Regional Employer Conference

Miami, FL

October 12, 2023

Florida Women's Leadership Initiative Open Forum

September 24, 2021

Florida Women's Leadership Initiative Open Forum Series

June 25, 2021

Florida Women's Leadership Initiative Open Forum

March 26, 2021

Florida Women's Leadership Initiative Open Forum

November 13, 2020

Florida Women's Leadership Initiative Open Forum

August 14, 2020

Gender Identity: A Look at Unique Issues Concerning Transgender Employees

Florida Regional Employer Conference, Miami, FL

October 24, 2019

Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques, and Avoiding Common Pitfalls

HR Florida Conference and Expo, Kissimmee, FL

August 26, 2019

Legalized Marijuana and the Future of the Drug-Free Workplace

2017 HR Florida Conference & Expo, Orlando, FL

August 29, 2017

Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take

Association of Corporate Counsel Central Florida Chapter Symposium, Longboat Key, FL

May 19, 2017

Casting Your Safety Net: Workplace Violence Prevention in the Age of the “Active Shooter”

Association of Corporate Counsel - Central Florida Chapter, Orlando, FL

October 13, 2016

The Impact of Technology on Workplace Privacy, Information Security and Your Company’s IP Assets

North East Florida Compliance and Ethics Group Meeting, Jacksonville, FL

September 8, 2016

Why Elections Matter: The 2016 Election’s Impact on Workplace Policy

North Florida Association of Corporate Counsel Chapter, Jacksonville, FL

June 7, 2016

Partnering with Your IT Department – Beyond BYOD: Preparing for BYOX Policies, Information Security and Privacy, and Information Management

Association of Corporate Counsel – Orlando Chapter, Orlando, FL

October 14, 2015

Conducting Lawful Investigations – Avoiding the 10 Biggest Pitfalls of Investigations

Northeast Florida Compliance and Ethics Group, Jacksonville, FL

September 23, 2015