

# WILLIAMS PARKER

## HARRISON DIETZ & GETZEN

ATTORNEYS AT LAW  
EST. 1925

Kim Walker is a board certified expert in labor and employment law.

She represents employers, including private, public, for profit, and not-for-profit entities.

Kim specializes in representing employers in employee-related litigation and providing practical, effective risk management advice.

Representative labor and employment risk management matters include:

- Daily assistance to employers with the management of human resources matters, including compliance obligations associated with interviewing and hiring, performance deficiencies and evaluations, accommodations, responses to complaints, layoffs and discharges, and severance arrangements
- Preparation and analysis of employment-related agreements, communications, and policies, including employment offer letters, employment contracts, non-competition agreements, confidentiality agreements, severance agreements, releases, employee leasing contracts, and handbooks
- Review and audit of labor and employment compliance to expose and address unnecessary risk
- Assistance with regulatory compliance and interaction with various agencies, (involving ADA, ADAA, FMLA, ADEA, OWBPA, Title VII, FLSA, HIPAA, EPA, WARN, GINA, USERRA, and FCRA)
- Training to management and employees regarding creating and maintaining a workplace free of unlawful discrimination and harassment
- Counsel regarding regulation of unions and union professionals (e.g., NLRA, PERA)
- Service as Board Counsel

Representative labor and employment litigation matters include:

- Representation of employers in harassment and discrimination claims brought under the Florida and Federal civil rights and anti-discrimination acts (e.g., ADA, FMLA, ADEA, Title VII, and FLSA) and claims filed with the EEOC, FCHR, DOL, OSHA, private and public arbitration and mediation, and Florida and Federal courts; Won summary judgment for school in whistle-blower claim filed by former accounting employee fired for performance; Won summary judgments in Federal court for public employer wrongfully sued for age discrimination and national origin discrimination following layoffs; Won directed verdict for employer sued for wrongful termination by former employee; Won summary judgment in state law tort claims filed by former public employee; Received EEOC "No Cause



Kimberly Page Walker

Attorney

T: (941) 329-6628

E: [kwalker@williamsparser.com](mailto:kwalker@williamsparser.com)



found” findings in claims filed by 9 similarly situated employees against a multi-state employer; Obtained EEOC and DOL internal reversals of preliminary negative decisions against employers; Successfully resolved collective action FLSA claims against employers; Successfully prevented large entity from obtaining a tortious interference based injunction against local employer’s hiring of employee with over-reaching restrictive covenant; Successfully obtained dismissals of multiple other claims against employers

- Representation of employers in enforcement of employment-related agreements (e.g., employment offer letters, employment contracts, non-competition agreements, confidentiality agreements, severance agreements, releases, and employee leasing contracts)

Kim is a lecturer and educator on labor and employment issues, providing lectures for individual clients as well as for the Florida Bar, the Sarasota County Bar Association, the Community Foundation of Sarasota, the Sarasota County Chamber of Commerce, the Manatee County Chamber of Commerce, Lorman Seminars, and the Council on Education in Management. Kim has co-authored seminar materials for the National Institute on Sexual Harassment and has been published in the General Practice Section of the Florida Bar.

Kim clerked with the firm in 1993 and joined the firm in 1994, immediately after law school. She became a shareholder in 2000.

## EDUCATION

J.D., **University of Florida College of Law**

B.A., **University of Florida**, Phi Beta Kappa; Florida Blue Key Leadership Honorary

## PRACTICES

Litigation

Labor & Employment

## ADMISSIONS & LICENSURE

### Bar

Florida, Board Certified in Labor & Employment by The Florida Bar

### Courts

U.S. District Court, Middle District of Florida

U.S. Court of Appeals, 11th Circuit

## HONORS

Martindale-Hubbell, AV Preeminent

Florida Super Lawyers, 2011-2018

Florida Trend, Legal Elite, 2010, 2016

American Lawyer Media & Martindale Hubbell, Top Rated Lawyer in Labor & Employment Law, 2013

Tampa Bay Business Journal, Top Rate Labor and Employment Law Firm, 2013

## PUBLICATIONS & PRESENTATIONS

Board Members as Supervisors: The Boss's Boss (2/28/2017)

Zen Approach to Receiving Complaints and Avoiding Whistle-Blower  
and Retaliation Claims (2/10/2012)

Employment Law Update (10/19/2011)

Keeping Up With Employment Laws (4/21/2009)

Have You Told Your Employees About the Earned Income Credit (EIC)?  
(1/28/2008)

## BAR & CIVIC ENGAGEMENT

**City of Sarasota**, Human Relations Board, Past Board Chair

**Education Foundation of Sarasota County**, Past Board Chair

**Sarasota County Bar Association**, Labor & Employment Section,  
Past Section Chair

**Teen Court of Sarasota, Inc.**, Past Board Chair

**Florida Bar Grievance Committee 12A**, Past Chair

**Florida Bar**, Labor and Employment Law Section