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## AREAS OF PRACTICE

Employment  
Labor  
Wage and Hour

## EDUCATION

J.D., University of Houston  
Law Center, 1991

B.S., Cornell University,  
School of Industrial & Labor  
Relations, 1984

## MEMBERSHIPS

Florida Bar Association:  
Labor/Employment Law  
Section; 2000-Present  
Trial Lawyers Section;  
2003-Present

Jacksonville Bar Association:  
Judicial Relations  
Committee; 2001-2002  
Labor/Employment Law  
Section; 2003-Present

Texas Bar Association:  
Labor/Employment Law  
Section; 1992-Present

Houston Bar Association:  
Labor/Employment Law  
Section; 1993-1999

Co-Founder, First Coast  
Lawyers Forum:  
2001-Present

## MILITARY

U.S. Army (1984-1988)

3rd Armored Cavalry  
Regiment;  
Ft. Bliss (El Paso), Texas  
1985-1988

133rd Field Artillery Battalion;  
Beaumont, Texas  
1989-1990

## GREGG GERLACH

Mr. Gerlach has since 1991 litigated labor and employment law disputes. He has successfully defended a broad range of employers in both the federal and state courts. Mr. Gerlach concentrates his practice in the trial and arbitration of discrimination and sexual harassment claims, contract and tort disputes, non-competition issues, and wage and hour matters. He has successfully litigated in Florida, Texas, Kansas, Iowa, Georgia, South Carolina, Massachusetts, Connecticut and Colorado. Mr. Gerlach also has experience in the implementation and administration of individual employee mandatory arbitration contracts and company alternative dispute resolution programs.

Prior to forming Harper Gerlach, Mr. Gerlach practiced with Bruckner & Sykes, LLP, in Houston, Texas and then with Haynsworth, Baldwin, Johnson & Greaves, LLC in Jacksonville, Florida.

Mr. Gerlach handles the following types of matters:

- Trial and litigation of age, race, sexual harassment, disability discrimination, and wage/hour cases in state and federal courts and before administrative agencies.
- Trial and litigation of employment contract and tort matters, including breach of contract, assault and battery, false imprisonment, and tortious interference with contractual relations.
- Assisting management in the preparation and enforcement of non-compete agreements.
- Working with management in the preparation and review of company policies and procedures, manuals, and handbooks.
- Training of supervisors concerning all aspects of employment law matters.
- Presentation of seminars for clients and employer associations on employment topics

