



Kelly DeGance
Partner

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Kelly DeGance has extensive experience in labor and employment law, including litigating claims and defending employers in proceedings at the local, state and federal levels. Kelly routinely represents management in labor relations matters.

Education

Florida Coastal School of Law, J.D., with highest honors

University of West Florida, M.A., summa cum laude, Psychology

University of Florida, B.S., Psychology

Admissions

The Florida Bar

U.S. District Court for the Middle District of Florida

U.S. District Court for the Northern District of Florida

U.S. District Court for the Southern District of Florida

U.S. Court of Appeals, Eleventh Circuit

Practice Areas

- Trial Practice
- Wage and Hour Litigation
- Civil Rights Litigation
- Higher Education
- Employment Contracts, Non-Competition Agreements and Workplace Issues
- Interplay Among Medical Leave Laws
- Reductions in Force (RIF)
- Independent Contractor versus Employee Matters
- Whistleblower Claims
- Civil Litigation

Honors & Distinctions

- *Best Lawyers in America*
- AV Preeminent Rated by Martindale-Hubbell
- Leadership Jacksonville, Class of 2011
- Federal Bar Association 2009 Spirit of Giving Award
- Faculty Award for Outstanding Academic Achievement 2002, Florida Coastal School of Law, as recognition for graduating with highest GPA

Recent Speaking Engagements

- "Close Quarters – Respect and Tolerance in a Diverse Workplace," Ft. Lauderdale, Fla., August 2015
- "Identifying and Eliminating Harassment in the Workplace," Jacksonville, Fla., April 2015
- "Respect, Tolerance and Legal Aspects of What We Say," Jacksonville, Fla., April 2015

Memberships & Associations

- The Florida Bar, Labor and Employment Section
- Society for Human Resource Management
- National Association for College and University Attorneys
- Chester Bedell Inn of Court
- Jacksonville Bar Association

Community Involvement

- Board of Directors, Leadership Jacksonville
- Chair-Elect, Leadership Jacksonville Selection Committee
- Board of Directors, Junior Achievement
- Board of Directors, Sulzbacher Center, past member