



ALEXANDER | DEGANCE | BARNETT

**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 also represents management during labor arbitrations and while negotiating collective bargaining agreements, and she provides advice and counsel on compliance issues and throughout the grievance process.

#### 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

- "Employer Guide for Providing Reasonable Accommodations Under the ADA," Jacksonville, FL, Sep 2023
- "Best Practices for Conducting Lawful & Effective Job Interviews in 2023," Jacksonville, FL, Aug 2023
- "Disciplinary Actions, Documentation, and Discharge," Jacksonville, FL, Mar 2023

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