



Mathew Stefany
Shareholder

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Matthew represents and defends private and public-sector employers in a range of labor and employment related matters. His practice primarily involves employment related litigation in state and federal court as well as traditional labor litigation before the Public Employee Relations Commission and National Labor Relations Board. Matthew regularly defends employers in lawsuits arising under various federal anti-discrimination and anti-retaliation statutes, the Family Medical Leave Act, the Fair Labor Standards Act, the Florida Civil Rights Act, and state and federal constitutional claims including First Amendment challenges. Matthew also represents employers in arbitration proceedings and matters before administrative agencies including the Equal Employment Opportunity Commission, Department of Labor, and Florida Commission on Human Relations.

In addition to his litigation practice, Matthew regularly counsels and trains clients to avoid and better position themselves to defend against future lawsuits, including consulting with clients on internal investigation procedures, accommodation issues, wage and hour compliance, and handbook and policy drafting.

During his time in law school, Matthew was an Executive Editor for the *Florida State University Law Review* and spent two years as a clerk in the firm's Tallahassee office.

Professional Experience

Associate with Allen Norton & Blue P.A. practicing exclusively Labor and Employment law on behalf of management in federal and state litigation, as well as administrative and labor-related matters from 2012 until 2021 when he became a Shareholder at the firm.

Prior to joining the firm as an Associate, Mr. Stefany gained considerable experience as a law clerk for ANB (2010-2012)

Professional Recognition and Associations

Selected as a Florida Super Lawyer Rising Star, 2017-2022
The Florida Bar Association, Labor and Employment Section
Hillsborough County Bar Association

Court Admissions

United States Eleventh Circuit Court of Appeals
U.S. District Courts for the Northern, Middle, and Southern Districts of Florida
All Florida State Courts

Education

Florida State University College of Law, Cum Laude, (J.D., 2012)

Mason Ladd Merit Scholarship recipient, Florida State University College of Law

Brian D. O'Neill, Esq. Administrative Law Book Award
Executive Editor; Florida State University Law Review
Associate Editor; Florida State University Law Review
Wake Forest University, Magna Cum Laude, (B.A., 2009)

Publications

[Quigg: The Demise of McDonnell Douglas in Mixed-Mixed Motive Discrimination Cases](#), Florida Bar Labor and Employment Section E-Updates, May 2016

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