

Wrongful Termination

The termination of employment can leave employees with raw feelings and questions about the legality of the situation.

My name is Carla D. Franklin. As an experienced Gainesville wrongful termination lawyer, I can be your guide to understanding your rights and responsibilities under Florida's employment laws. I have provided employees in Florida with attentive service and thorough representation for nearly 30 years.

Are You A Victim Of Wrongful Termination?

The correct answer is no. Why? Florida law does not include a wrongful termination statute. But that does not mean you were not subjected to other illegal behavior in the workplace. Many employees who seek out representation for wrongful termination after being fired are actually victims of employment law violations such as:

- Retaliation for OSHA complaints, jury duty or being a whistleblower
- Age discrimination
- Racial discrimination
- Disability discrimination
- FMLA violations

At-Will Employment

Florida is an at-will employment state, which leaves employers free to terminate employees for any reason that does not expressly violate the law. Exceptions include firing an employee due to:

- Pursuing workers' compensation benefits
- Whistleblowing
- Exercising his or her rights under the Family and Medical Leave Act
- Filing a wage/hour claim or otherwise pursuing his or her rights as an employee
- Discrimination (age, race, disability)
- Making a sexual harassment claim
- Participating in activities which are protected by the National Labor Relations Act

Wrongful Termination Representation In Gainesville And Ocala

I look forward to putting my experience on your side. Contact my firm today to set up an initial consultation to discuss your situation. Weekday evening appointments are available upon request.