DEUTSCH ROTBART

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ERIKA DEUTSCH ROTBART, ESQ.

CERTIFIED MEDIATOR | QUALIFIED ARBITRATOR | WORKPLACE & EMPLOYMENT INVESTIGATOR | EXECUTIVE CONSULTANT

Attorney, mediator, arbitrator, investigator, and executive advisor with more than 30 years of experience in employment and labor law, commercial disputes, workplace investigations, and alternative dispute resolution. Trusted by executives, employers, employees, businesses, and counsel to provide strategic guidance, facilitate negotiated resolutions, conduct independent investigations, and resolve complex workplace and business disputes. Extensive experience reviewing and negotiating employment agreements, executive compensation arrangements, severance and separation agreements, restrictive covenants, and other employment-related contracts.

LEGAL AFFILIATIONS

- Florida Licensed & Certified Civil Court Mediator (Licensed 2003)
- Qualified Arbitrator for State and Federal Court (Certified 2003)
- FINRA Dispute Resolution Arbitrator (Certified 2014)
- AAA Arbitrator (Qualified 2022)
- NAM Arbitrator (Certified 2026)
- Florida Bar (Admitted 1995)
- U.S. District Court, Southern District of Florida (Admitted 1995)
- United States Court of Appeals for the 11th Circuit (Admitted 1999)
- U.S. District Court, Middle District of Florida (Admitted 2000)

LEGAL EXPERIENCE

DEUTSCH ROTBART, P.A. 2002 - Present
Boca Raton, Florida

Principal Attorney | Mediator | Arbitrator | Corporate & Workplace Investigator | Executive Consultant | Litigation Consultant
Founder and principal of a boutique legal and dispute resolution practice serving executives, professionals, employers, businesses, organizations, and counsel. Provides mediation, arbitration, workplace and employment investigations, executive consulting, employment counseling, litigation consulting, and strategic guidance on workplace, business, and employment-related disputes. Mediates and arbitrates for public and private organizations.

Workplace Investigations and Conflict Resolution
Conducts independent workplace investigations involving discrimination, harassment, retaliation, misconduct, policy violations, and related employment concerns. Helps parties assess risk, clarify issues, and pursue practical, cost-effective resolutions through mediation, arbitration, settlement negotiation, and dispute-resolution strategy.

Employment, Labor, Common Law and Commercial Disputes
Represents and advises clients in complex workplace, business, contractual, and commercial matters, including litigation, arbitration, mediation, investigation, and negotiated resolution. Experience includes claims under the Florida Civil Rights Act, Title VII, ADEA, ADA, Rehabilitation Act, Pregnancy Discrimination Act, Equal Pay Act, FLSA, FMLA, whistleblower and retaliation statutes, workers' compensation retaliation laws, Sarbanes-Oxley, the False Claims Act, qui tam provisions, restrictive covenant disputes, and related common-law matters.

Contract Review, Employment Counseling, and Executive Support
Reviews, advises, and negotiates on executive employment contracts, compensation arrangements, severance and separation agreements, confidentiality provisions, non-compete, non-solicitation, and non-disclosure agreements. Provides employment counseling, executive coaching, litigation and settlement strategy, workplace discipline and termination guidance, compliance support, and advice on other employment-related contractual and common-law disputes.

ROTBART & DEUTSCH, P.A. 1995 - 2002
Boca Raton & Fort Lauderdale, Florida

Employment, Labor, and Civil Litigation
Represented plaintiffs and defendants in employment, labor, commercial, and civil litigation matters in state and federal courts through trial. Handled claims involving Title VII, the Florida Civil Rights Act, ADEA, ADA, FMLA, FLSA, the Equal Pay Act, whistleblower statutes, workers' compensation retaliation laws, restrictive covenant disputes, and related common-law claims, including contract, defamation, negligence, sexual abuse, and workplace misconduct matters.

Dispute Resolution and Employment Counseling
Developed substantial experience in litigation strategy, negotiation, mediation, arbitration, dispute resolution, and employment counseling, with a focus on practical outcomes in workplace, common law, and business disputes.

DESIGN CENTER OF THE AMERICAS (DCOTA) Dania, Florida — May 1993 - August 1995

In-House Legal Counsel and Business Advisor / Operational and Contract Support
Served as in-house counsel and legal advisor to one of the largest design centers in the United States, providing practical legal guidance on business operations, contractual matters, and risk management. Advised on legal and business issues arising in a commercial design center environment, supporting management with day-to-day legal needs and operational decision-making.

MEMBERSHIP & AFFILIATIONS

- National Employment Lawyers Association (NELA) (1995-Present)
- National Employment Lawyers Association Florida Chapter (FLNELA) (1995 - Present)
  - FL NELA President (2006-2007)
  - President Elect (2005-2006)
  - Vice President (2003-2004)
  - Southern District Representative (2000-2003)
- Alternative Dispute Resolution Section of the Florida Bar – Member (2025 - Present)
- Employment & Labor Law Section of the Florida Bar – Member (1996 - Present)
  - Executive Council Member for the Employment Section FL Bar (2013 - 2019)
  - Voluntary Bar Liaison Co-Chair (2017 - 2025)
  - Arbitration & Mediation Committee (1999-2002)
- Local Bar Association Memberships with both South Palm Beach County Bar Association and Broward County Bar Association (1995-2025)
- SouthTech Schools Governing Board of Directors – Board Member (2023 – Present)

LEGAL EDUCATION

NOVA SOUTHEASTERN UNIVERSITY
(formerly known as Nova University Shepard Broad Law Center)
Juris Doctor (1993)

UNDERGRADUATE EDUCATION

UNIVERSITY OF FLORIDA
Bachelor of Arts in English (1990)

AWARDS & HONORABLE MENTIONS

- Florida Super Lawyer for Employment Litigation (2009 - present)
- South Florida Business Journal (2024 – present)
- Top Attorneys in Florida Rated by The Wall Street Journal (2011 - present)
- Daily Business Review Most Effective Lawyer Employment & Labor Law (2009)
- Daily Business Review Most Effective Lawyer Employment & Labor Law Finalist (2008)
- Guest Lecturer at Lynn University for *The Nuremberg Trials* and *Business Law*