



# NORTH TAMPA BAR ASSOCIATION

September 2019

## NTBA MONTHLY UPDATE

### Thank you Glory Days Grill & Esquire Deposition Solutions!

We would like to thank Glory Days Grill and Coc Ignaut of Esquire Deposition Solutions for sponsoring our Fall Social, and we thank all the attendees who helped to make it a great eventing!



### Our September Luncheon

#### Thank you Angie!

Angie provided us with valuable information regarding the basics of Family Law.

#### *Next month's luncheon:*

**Power Lunch led by  
Nancy Gordon,  
First Citrus Bank.**

# POWER LUNCH

October 10, 2019  
11:45 am - 1:00 pm  
Carrollwood Country Club

#### *Next month's attorney roundtable meeting:*

October 17, 2019  
12:00 pm - 1:00 pm  
Carrollwood Country Club

#### *Future Events:*

Luncheons:  
November 14, 2019 - James  
Balowe, CIO Esquire

Attorney Roundtable Meetings:  
November 21, 2019  
December 19, 2019

Socials:  
Holiday Party - December 12,  
2019

#### *Sponsorships:*

NTBA offers a variety of  
sponsorship opportunities.



## Employment Law Alert: Final Federal Overtime Rules

*By Claire Saady*

On September 24, 2019, the U.S. Department of Labor finalized its Rule increasing the salary threshold for the Fair Labor Standards Act's exemptions for executive, administrative and professional workers ("EAP"). The new Rule will automatically extend overtime pay protections to over 1.3 million workers within the first year of implementation. The key provisions are:

1. The threshold income level at which workers may be exempt from overtime pay of time-and-a-half pay has been increased. The level is currently \$23,360 a year. The new level is \$35,568 a year (or \$684 per week) for a full-time employee.
2. The total annual compensation requirement for highly compensated employees has been increased from \$100,000 a year to \$107,432 per year.
3. There will not be an automatic update of salary and compensation levels every few years.
4. Employers must comply with the new Rule by January 1, 2020.

The Final Rule does not change any of the existing "job duty" requirements to qualify for an exemption. The DOL expects that the standard salary level set in the Rule will work effectively with the "duties test" to distinguish between overtime-eligible workers and those who may be exempt. Under federal law, non-exempt employees must be paid time and a half for all hours worked more than 40 in a workweek.

**EFFECTIVE DATE:** January 1, 2020. This leaves employers just over 3 months to ensure their employees meet both the salaried

Anyone interested in sponsoring NTBA should contact Angie at [angelica@corteshodzlzaw.com](mailto:angelica@corteshodzlzaw.com) and she will assist you in determining the appropriate level of sponsorship to meet your goals and fit your budget.

### *Profile updates:*

If you have changes to your membership profile, please email [northtampabarassociation@gmail.com](mailto:northtampabarassociation@gmail.com) to make sure your changes are made to our membership records and to NTBA's website.

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and duties tests to continue to be properly classified as exempt in time for the New Year.

EFFECT: Workers who earn less than \$684 per week (\$35,568.) will now be eligible for overtime pay if (i) they work more than 40 hours a week; and (ii) they also meet the “job duties” test. Thus, if employees make more than the salary threshold, employers may still conduct an analysis of their job duties. If those duties primarily involve EAP duties as defined by existing regulations, then salaried employees can be deemed as overtime exempt.

## New Member Spotlight

### Lyann Goudie

Lyann is a candidate for Judge, group 13, in Hillsborough County. She has over 31 years legal experience, 26 years practicing in Hillsborough County. Her first 10 years were as a prosecutor in Miami, Brooklyn, NY and Tampa, where she handled high level crimes including first-degree murder in which the death penalty was sought. For the past 21 years Lyann has primarily been a criminal defense attorney trying cases both in state and federal courts. She has also tried plaintiff personal injury cases to verdict and has submitted and argued appeals, one which is currently pending before the Florida Supreme Court. Lyann attended both undergraduate and law school at the University of Miami. She is AV Preeminent rated and has the honor of being included in The National Trial Lawyers: Top 100. She is a member of the Florida Bar, the New York Bar, the New Jersey Bar, the Maryland Bar, the Washington D.C. Bar, the Middle District of Florida, Hillsborough County Bar Association, Hillsborough County Association of Criminal Defense Lawyers, Goldburg-Cacciatore Law American Inn of Court, Tiger Bay Club of Tampa Bay, as well as the Ybor City, Plant City, Riverview and Brandon Chambers of Commerce.



Welcome to NTBA Lyann!

### William "Ty" Tison

New member William “Ty” Tison, III is a candidate for Judge, Group 7, in Hillsborough County. The seat he is seeking is currently occupied by a judge who will be retiring. Ty was born and raised in Tampa and completed his undergraduate studies at Emory University in Atlanta and American University in Washington, D.C. Ty graduated from the University of Florida College of Law and has been an attorney for 29 years. He is a former Assistant State Attorney (Hillsborough County) and currently practices at his firm, the Tison Law Group, in the areas of Personal Injury,



Criminal Law, Injunction Law, Administrative Law and Traffic Offenses. A former youth football, baseball, and soccer coach, Ty now enjoys spending time with his wife, Lisa Ann Coleman, his three adult children, and their pets. He is a former board member of Big Brothers Big Sisters, Youth for Christ, and the HealthCare Connection Foundation which provided drug rehabilitation treatment to people unable to afford it. Ty has also served on the 13th Judicial Circuit Professionalism Award Subcommittee and the Florida Bar Constitutional Judiciary Committee. Ty also received the Bubba Huerta Pro Bono Service Award.

Welcome to NTBA Ty!

## **Kimberley M. Kohn**

Kim is a partner at Goudie & Kohn, P.A. She has spent the last 20 years advocating for victims of nursing home abuse/neglect as well as assisted living facility abuse/neglect. She lectures across the State of Florida on nursing home abuse/neglect; including Tampa, Orlando, Sarasota, Clearwater, Panama City. Kim chooses to focus her practice primarily handling claims of nursing home abuse and neglect, assisted living facility abuse and neglect, wrongful death and medical malpractice. You can contact Kim at 813-428-8504, or via email:

[kim@goudiekohnlaw.com](mailto:kim@goudiekohnlaw.com)



Welcome to NTBA Kim!



*Adria Beenhakker Dickey, North Tampa Bar Association President*  
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