Shumaker

W. Jan Pietruszka

PARTNER, LABOR & EMPLOYMENT NATIONAL SERVICE LINE LEADER

@: jpietruszka@shumaker.com

P: 813.227.2245

VCard



Jan's unique blend of employment law and litigation experience allows him to advise employers and executives on a wide variety of labor issues, including wage and hour disputes, discrimination, harassment and retaliation, breach of contract, and workplace torts. He routinely drafts employment contracts, restrictive covenant agreements, independent contractor agreements, severance agreements, and employee handbooks and policies. Jan has represented more than 100 landlords and tenants in federal Title III Americans with Disabilities Act (ADA)—which details the structural and design requirements for disabled access and public accommodations— cases in Florida and Ohio.

Jan regularly litigates to enforce non-competition, non-solicitation, and confidentiality agreements, and he has extensive experience representing clients being investigated by the Department of Labor (DOL), the Department of Justice (DOJ), the Equal Employment Opportunity Commission (EEOC), and the Florida Commission on Human Relations. He drafts employment contracts, restrictive covenant agreements, independent contractor agreements, severance agreements, and employee handbooks and policies. Jan offers in-house training to companies on numerous state and federal laws such as:

- Title VII of the Civil Rights Act of 1964

SERVICE LINE

Labor & Employment

INDUSTRY SECTOR

Health Care
Manufacturing
Technology

PRIMARY LOCATION

Tampa, FL

- Family and Medical Leave Act (FMLA)
- Fair Labor Standards Act (FLSA)
- ADA
- Age Discrimination in Employment Act (ADEA)
- Employee discipline, terminations, and workplace investigations

When he's not working with clients, Jan enjoys spending time fishing and cooking with his wife and three children. He also is an avid fan of the Chicago Bears and Tampa Bay Rays.

BAR & COURT ADMISSIONS

Florida, 1999

U.S. District Court, Middle District of Florida, 2000

U.S. District Court, Southern District of Florida, 2000

U.S. District Court, Northern District of Florida, 2000

PROFESSIONAL & COMMUNITY AFFILIATIONS

- The Florida Bar
- Middle, Northern and Southern Districts of Florida
- Hillsborough County Bar Association

HONORS

- Best Lawyers in America, 2021-2026

EDUCATION

J.D., *cum laude*, Stetson University College of Law, 1999

B.A., The Catholic University of America, 1995

© 2026 Shumaker, Loop & Kendrick, LLP. All Rights Reserved. Privacy Policy/Disclaimer