

Colby J. Ellis

Associate

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Focus Areas

Discrimination and Harassment
Wage and Hour
Whistleblowing, Compliance and Investigations
Leaves of Absence and Disability Accommodation
Healthcare
Hospitality

Overview

Colby J. Ellis represents and advises employers across many sectors involving a wide range of state and federal employment and labor laws. He has experience representing employers in federal and state courts and before various administrative agencies including the Equal Employment Opportunity Commission, the National Labor Relations Board, the Occupational Safety and Health Administration, the United States Department of Labor, and the Florida Commission on Human Relations.

Prior to joining Littler in 2023, Colby worked at a boutique management-side labor and employment law firm in Tampa, Florida. There, he acquired experience defending public and private sector employers in discrimination, wage and hour, and section 1983 claims.

During law school, Colby served as president of the Student Bar Association, executive articles editor for the *Florida Journal of Law and Public Policy*, and a teaching assistant for Legal Writing and Appellate Advocacy. Colby worked as a judicial extern for the Hon. Mark E. Walker of the United States District Court for the Northern District of Florida and as a summer associate for a boutique management-side labor and employment law firm.

Professional and Community Affiliations

- Member, Federal Bar Association
- Member, American Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025
- Recipient, Dean's Leadership Award, *University of Florida Levin College of Law*, 2019
- Recipient, CALI Excellence for the Future Award (Book Award), Federal Jurisdiction, *University of Florida Levin College of Law*, 2018

Education

J.D., University of Florida College of Law, 2019, *cum laude*

B.S., Florida State University, 2016, *summa cum laude*

Bar Admissions

Georgia

Florida

Courts

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Southern District of Florida

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Georgia

Publications & Press

Eleventh Circuit: McDonnell Douglas Is Not Be-All and End-All for Title VII Discrimination Claims

Littler ASAP

January 2, 2024

COVID-19 Vaccination Mandates in the Employment Context

Florida Bar Health Law Section Updates

March 2021

Laying the Foundation for Business Records

Lawyer Magazine (a publication of the Hillsborough County Bar Association)

November 2020

Eleventh Circuit says “upcoding” and “ramping” are material misrepresentations under the FCA, but failure to create are plans is not

Florida Bar Health Law Section Updates

August 2020

EEOC Updates Guidance on Employer Rights in the Workplace for COVID-19 Pandemic

Florida Bar Health Law Section Updates

June 2020

Some Health Care Employers May Elect to be Exempt from New Paid Leave Requirements under FFCRA

Florida Bar Health Law Section Updates

April 2020

Speaking Engagements

Marijuana, Opioids, and Wine All Day: Managing in an Era of Legalization, Abuse and Remote Work

June 9, 2023

Emergency Preparedness for Health Care Administrators

Florida Society for Healthcare Human Resources Administration

September 2022

Do Law Firms Need Those? Creating an Employee Handbook in the Legal Industry

Florida Bar Solo & Small Firm Section Wednesday Wisdom Free CLE

March 2020