

## Sherril M. Colombo

Shareholder

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## Practice Areas

Discrimination and Harassment  
Leave and Accommodation  
Wage and Hour  
ERISA and Benefit Plan Litigation  
Handbooks and Policies  
Healthcare

## Overview

Sherril Colombo is a Florida Board Certified Labor and Employment attorney and draws on her extensive experience of over 30 years to provide effective advocacy for her clients. Sherril has tried numerous employment cases as lead counsel before juries, judges and arbitrators. She also has argued extensively before federal and state appellate courts. Sherril's experience and practice includes:

- Employment law claims
- Compliance with federal and state employment laws
- Wage and hour claims
- Enforcement of arbitration agreements
- Noncompete and trade secret claims
- Employment contracts and separation agreements
- The Employee Retirement Income Security Act (ERISA) benefit and disability claims
- Policy and compliance guidance

Sherril is committed to resolving litigation for her clients in a manner that advances their business objectives. She has demonstrated a similar dedication in her work for the legal community, active in a number of bar and other legal organizations. She is a past chair of the Executive Council for the Labor & Employment Law Section of the Florida Bar and past president of the Miami-Dade Chapter of the Florida Association for Women Lawyers.

## Professional and Community Affiliations

- Member, Executive Council - Labor and Employment Law Section, Florida Bar Association, 2000-Present
- Member, Federal Practice Committee, Florida Bar Association, 2013-present
- Member, Grievance Committee, Eleventh Judicial Circuit, Miami-Dade County, Florida Bar Association, 2007-2010; 2015-2018; 2022-present
- Member, Long Range Planning Committee, Labor & Employment Law Section, Florida Bar Association
- Member, Special Projects Committee, Labor & Employment Law Section, Florida Bar Association
- Vice Chair, Federal Practice Committee, Florida Bar Association, June 2016-2019
- Chair, Executive Council - Labor and Employment Law Section, Florida Bar Association, 2012-2013
- Member, Labor and Employment Certification Committee, Florida Bar Association, 2007-2010
- Past President, Florida Association for Women Lawyers, Miami-Dade Chapter, 2013-2014
- Awards Chair, Florida Association for Women Lawyers, 2014-2015
- Member, Labor and Employment Law Section, American Bar Association
- Chair, TIPs Health and Disability Law Committee, American Bar Association, 2019-2020
- Vice Chair, Health and Disability Insurance Law Committee - Tort Trial and Insurance Practice Section, American Bar Association, 2014-2015

## Events & Speaking Engagements

### 2024 Florida Regional Employer Conference

Orlando, FL

November 14, 2024

### Lunch & Learn: Improving Employee Relations in a Rapidly Changing Workplace

Greater Hollywood Chamber of Commerce

May 21, 2024

### State Diversity Board Mandates

Women in the Boardroom Webinar

December 13, 2022

### Hot Topics in Florida Labor & Employment Law

December 2, 2022

### Florida Friday Series - Turning the "Great Resignation" Into the "Great Retention"

Miami, FL

January 28, 2022

### Managing COVID's Impact on Your Benefit Plans

Miami, FL

October 1, 2021

**Florida Women's Leadership Initiative Open Forum**

September 24, 2021

**Year Two of the Pandemic – Returning to the Workplace and Dealing with the Wave of Legal Claims from COVID-19**

Miami, FL

September 10, 2021

**Florida Friday Series - Minimum Wage Update**

Miami, FL

August 6, 2021

**Florida Women's Leadership Initiative Open Forum Series**

June 25, 2021

**Arbitration Agreements and All That Jazz: Do They Still Make Sense for Employers?**

ACC South Florida CLE Conference

April 30, 2021

**Florida Women's Leadership Initiative Open Forum**

March 26, 2021

**Florida Women's Leadership Initiative Open Forum**

November 13, 2020

**Florida Women's Leadership Initiative Open Forum**

August 14, 2020

**ERISA Case Law Update**

DRI, Life Health & Disability Committee, Corporate Counsel

April 2020

**Littler Hospitality Roundtable**

Miami, FL

February 6, 2020

**Go Your Own Way: A Deep Dive into Noncompetes - Their Risks and Rewards**

ACC South Florida 10th Annual CLE Conference Fort Lauderdale, FL

September 19, 2019

**Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques, and Avoiding Common Pitfalls**

HR Florida Conference and Expo, Kissimmee, FL

August 26, 2019

**Trying Wage and Hour Matters and Wage and Hour Hot Topics**

NELC 24th Annual Conference

April 25, 2019

**Hot Topics in ERISA Disability Claims**

2019 Eastern Claims Conference

April 2, 2019

**SuperStars in Trial**

Trial Team Presenter (Bench & Bar Conference), American Inns of Court

March 1, 2019

**Moderator, Legends of the Boardroom, Ins and Outs of the Corporate M&A**

Judicial Events

October 19, 2018

**Legends in the Boardroom, In's & Out's of the Corporate M&A (Moderator)**

Judicial Events

October 9, 2018

**SuperStars in Trial, Effectively Using Technology in Litigation**

American Inns of Court

September 28, 2018

**SuperStars in Trial, Effectively Using Technology in Litigation**

American Inns of Court

September 28, 2018

**ERISA or BUST**

Eastern Claims Conference

May 7, 2018

**Usual, Customary and Reasonable**

Defense Research Institute, Life, Health, Disability and ERISA Seminar

April 13, 2018

**What Employment Lawyers Need to Know About ERISA**

Florida Bar Certification Review

January 19, 2018

**ERISA 502(a)(3) Claims Around the Circuits**

ABA Annual TIPS Symposium

January 13, 2018

**“Ban the Box” and Other New Restrictions in Hiring**

Hospitality Human Resources Association of Broward County Meeting, Pompano Beach, FL

September 1, 2016

**Healthcare Databases, Privacy and Preemption Issues**

DRI Life, Health Disability and ERISA Conference, Chicago, IL

April 13, 2016

**Hot Topics in ERISA Disability Law**

2016 Eastern Claims Conference, New York, NY

March 15, 2016

**The Justice League: Mastering the Employment Law Ethics Universe**

ACC South Florida

July 29, 2015

**Hacking and Health Plans: An Insider’s Guide**

DRI Webinar

June 16, 2015

**Boot Camp: Key Employment Law Issues for the Hospitality Industry**

Miami, FL

April 9, 2015

**Statistical Evidence in Employment Law Cases**

Labor and Employment Law Section - The Florida Bar Webinar

March 24, 2015

**ERISA Disability – Hot Button Topics**

Eastern Claims Conference - Excellence Through Education (ECC), Ridgewood, NY

February 24, 2015

**The Affordable Care Act – How Does It Affect You?**

Labor and Employment Committee Seminar, Dade County Bar Association

September 23, 2014

**Economic Damages and Statistical Issues in Employment Discrimination Cases**

6th Annual Forum on Defending and Managing Employment Discrimination Litigation - American Conference Institute, New

York, NY  
July 31, 2014

**Defending Title VII Litigation: Rethinking Strategies After Recent Employee-Friendly Federal Court Rulings**  
Strafford National Webinar  
June 18, 2014

**The Conundrum of Mental Illness Limitations vis-à-vis Subjective Symptom Disability Claims**  
Eastern Claims Conference  
February 23-25, 2014

**Vexing Issues in Fair Labor Standards Act Claims**  
Hospitality Law Conference  
February 11, 2014

**The Impact of Disability Court Decisions**  
Western Claims Conference  
August 2013

**South Florida Health Care Roundtable**  
Florida Restaurant and Lodging Association  
February 26-27, 2013

**The Impact of Disability Court Decisions**  
Eastern Claims Conference  
February 2013

**Employee Criminal Background Checks And the EEOC's New Enforcement Guidance**  
Florida Restaurant and Lodging Association  
September 18, 2012

**Disability Law Update**  
Eastern Claims Conference  
February 2012

**Objective Proof and Subjective Claims**  
Western Claims Conference  
August 19, 2011

**Objective Proof and Subjective Claims**  
Eastern Claims Conference  
February 2011

### **Tip Pooling and Employee Misclassification**

Florida Restaurant and Lodging Association

February 2011

### **The Amendments to the Americans with Disabilities**

Public Employment Labor Relations Forum, Labor and Employment Section, Florida Bar

October 2009

### **The Amendments to the Americans with Disabilities Act**

President's Showcase Employment Seminar, Florida Bar

June 2009

### **Employee Discrimination Lawsuits and Successful Defense Strategies**

Administrative Office of the Courts

May 2006

### **Recent Developments in the Law Regarding Employment Arbitration Agreements**

Advanced Labor Topics, Labor and Employment Section - Florida Bar

May 2003

## **Recognition**

- Named, The Best Lawyers in America® , 2010-2025
- Named, Super Lawyer in Labor and Employment, Florida, *Super Lawyers*, 2007-2023

## **Education**

J.D., Nova Southeastern University, Shepard Broad Law Center, 1992, *With Honors*

B.A., University of Washington, 1984

## **Bar Admissions**

Florida

## **Courts**

U.S. Supreme Court

U.S. Court of Appeals, 11th Circuit

Florida Supreme Court

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

## **Publications & Press**

**To Quash or Not to Quash: Necessity of Formal Service of Process on Foreign Defendants through the Hague Convention**

*Littler ASAP*

November 19, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**Disability Benefits Policy Language Warrants Arbitrary and Capricious Standard of Review Despite Enactment of Anti-Discretionary Statute**

*Littler ASAP*

April 5, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**Reopening Florida: The Step-by-Step Plan for Florida's Recovery**

*Littler ASAP*

June 5, 2020

**DOL Releases New Model COBRA Notices Amid Continued Wave of Litigation**

*Littler ASAP*

May 5, 2020

**Re-Opening Florida: The Step-by-Step Plan for Florida's Recovery**

*Littler ASAP*

May 1, 2020

**Eleventh Circuit Renders Landmark Decision on ERISA Sanctions**

*Littler ASAP*

April 29, 2020

**Scared to Check the Mail? Employers Face the Return of No-Match Letters**

*Littler ASAP*

October 31, 2019

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019



**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**How Non-Profit Legal Services Groups Help Employers Support Their Employees**

*Littler Podcast*

November 2, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**Ethics and Technology**

*External Publication*

April 1, 2017

**ERISA Cyber Security Threats and the Role of Human Resources**

*Littler Podcast*

September 8, 2016

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**Federal District Court Holds That Plan's One-Year Limitations Period is Unenforceable Under State Law**

*External Publication*

November 21, 2014

**Federal District Court Holds That Plan's One-Year Limitations Period Is Unenforceable Under State Law**

*Littler ASAP*

October 3, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**The Churn: Am Law Quartet Eyes New Horizons, Plus More Lateral Moves**

*In the News*

August 12, 2014

**Movers**

*In the News*

August 11, 2014

**Late-Summer Lateral Moves An Anomaly**

*In the News*

August 4, 2014

**Sherril M. Colombo joins Littler as a shareholder**

*In the News*

August 4, 2014

**Littler Adds Ex-Wilson Elser Employment Pro In Miami**

*In the News*

July 30, 2014

**Sherril M. Colombo**

*In the News*

July 30, 2014

**Littler Adds Seasoned ERISA and Employment Litigator Sherril M. Colombo to its Miami Office**

*Press Release*

July 29, 2014

**People Moves: Littler Mendelson**

*In the News*

July 16, 2014

**Diversity Scorecard 2014**

*Daily Business Review*

January 31, 2014

**Litigation Over Group Policy Conversion Rights Triggers ERISA Jurisdiction**

*Health and Disability & Life Insurance Law Committees Newsletter*

Winter 2013

**Twenty percent of overtime-pay lawsuits filed in South Florida**

*Sun Sentinel*

May 25, 2012

**Educate Yourself and Your Employees about Best Practices to Help Wage-and-Hour Lawsuits**

*Nations Restaurant News*

November 2008

**Business Groups Challenge Florida 'Guns at Work' Law**

*Inside Counsel*

July 2008

**The Wage and Hour Minefield: Some Words of Wisdom for Employers**

*Corporate Counsel*

November 2007

**Wage-and-Hour Suits Put Industry on Defensive**

*Nation's Restaurant News*

November 2007

**Consistent Dress Code Enforcement Critical to Liability Protection**

*Dynamic Manager*

June 2002

**Discrimination Claims**

*Trial Advocate Quarterly*

Fall 1996