

## Colby J. Ellis

Associate

Wells Fargo Center  
333 SE Second Avenue, Suite 2700  
Miami, FL 33131  
main: (305) 400-7500  
direct: (305) 400-7567  
fax: (305) 603-2552  
cellis@littler.com



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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 Honorable 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

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

## 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