

Sherril M. Colombo

Shareholder

Wells Fargo Center
333 SE Second Avenue, Suite 2700
Miami, FL 33131
main: (305) 400-7500
direct: (305) 400-7559
fax: (305) 603-2552
scolombo@littler.com



Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Wage and Hour
ERISA and Benefit Plan Litigation
Policies, Procedures and Handbooks
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

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

Littler 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

Littler Press Release

August 20, 2020

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

Littler Insight

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 Insight

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

Littler Press Release

August 15, 2019

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

Littler 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

Littler Press Release

August 17, 2017

Ethics and Technology

ABA Health and Disability & Life Insurance Law Committees Newsletter

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

Littler Press Release

August 16, 2016

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

Littler Press Release

August 18, 2015

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

DRI, The Voice of the Defense Bar

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

Littler Press Release

August 18, 2014

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

The American Lawyer

August 12, 2014

Movers

National Law Journal

August 11, 2014

Sherril M. Colombo joins Littler as a shareholder

Miami Herald

August 4, 2014

Late-Summer Lateral Moves An Anomaly

Daily Business Review

August 4, 2014

Littler Adds Ex-Wilson Elser Employment Pro In Miami

Law360.com

July 30, 2014

Sherril M. Colombo

South Florida Business Journal

July 30, 2014

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

Littler Press Release

July 29, 2014

People Moves: Littler Mendelson

RivalEdge

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

Wage-and-Hour Suits Put Industry on Defensive

Nation's Restaurant News

November 2007

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

Corporate Counsel

November 2007

Consistent Dress Code Enforcement Critical to Liability Protection

Dynamic Manager

June 2002

Discrimination Claims

Trial Advocate Quarterly

Fall 1996

Speaking Engagements

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