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
Litigation and Trials
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, 2013-2020
- Member, Grievance Committee, Eleventh Judicial Circuit, Miami-Dade County, Florida Bar Association, 2007-2010; 2015-2018; 2022-2025
- Chair, Long Range Planning Committee, Labor & Employment Law Section, Florida Bar Association, 2025-2026
- 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
- Member, Board of Directors, Co-Chair Governance Committee, The Women's Fund Miami-Dade, 2024-present
- 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®, 2010-2027
- Named, Super Lawyer in Labor and Employment, Florida, *Super Lawyers*, 2007-2026

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

Florida Law Prohibits Government Funding for DEI Initiatives
Littler ASAP
April 29, 2026

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
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
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
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
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

Late-Summer Lateral Moves An Anomaly
Daily Business Review
August 4, 2014

Sherril M. Colombo joins Littler as a shareholder
Miami Herald
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
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

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

Events & Speaking Engagements

Chair, Labor & Employment Section's Long Range Planning Retreat
Florida Bar Advanced Labor Topics Seminar
May 1, 2026

Moderator, Health Coverage Trends in Employee Benefits: Abortion Services, Family Forming Benefits & Gender Affirming Care
ABA TIPS Symposium on Employee Benefits, ERISA, Life, Health & Disability Insurance
February 22, 2025

Presenter, Employment Related Business Interests, including the Federal Arbitration Act and the Florida Arbitration Code
Florida Labor & Employment Certification Annual Update
January 16, 2025

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