

People



Sarah J. Lis

Partner, Labor and Employment

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vCard

Sarah Lis has extensive employment litigation experience and routinely defends employers across the country in connection with collective and class actions arising under the Fair Labor Standards Act (FLSA) and related state wage and hour laws. She also regularly advises companies on compliance with the FLSA and state wage and hour laws, including with respect to employee exemption status, worker classification issues and compensation, and timekeeping issues. Sarah is known for learning her clients' businesses, systems, policies, and procedures inside and out and, as a result, she is able to anticipate legal risks for her clients and help implement practical solutions to reduce their risk.

In addition to her wage and hour work, Sarah's practice also includes representation of employers in connection with claims of discrimination, harassment, and retaliation brought under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, and related state laws; claims brought under the Family Medical Leave Act and the Americans with Disability Act; claims brought under the Equal Pay Act; and claims related to restrictive covenants. Sarah has represented employers before federal and state courts across the country as well as various administrative agencies, including the Equal Employment Opportunity Commission, the Florida Commission on Human Relations, and the Department of Labor.

Sarah also frequently counsels and advises employers on a wide range of workplace issues, including wage and hour compliance and remediation, employment policies and procedures, restrictive covenants, reductions in force, issues relating to hiring and terminating employees, drug and alcohol testing, internal investigations, accommodation requests, and leaves of absence. She works with employers of all sizes and in numerous industries, including a provider of outsourced customer experience management services with over 400,000 employees worldwide as well as the largest distributor of air conditioning, heating, and refrigeration equipment, parts, and supplies in the United States and its numerous subsidiaries.

Areas of Experience

Labor and Employment
Employment Administrative Claims Defense
Employment Litigation
Wage and Hour

Education

J.D., University of Florida Levin College of Law, 2009, cum laude
B.M., University of Florida, 2006, magna cum laude

Admissions

Bars

Florida

Courts

U.S. District Court, Southern District of Florida
U.S. District Court, Middle District of Florida
U.S. District Court, Northern District of Florida

Related Content

Akerman Hosts Pre-Valentine's Day Roundtable on Navigating Gender in the Workplace
February 05, 2025

Akerman Hosts Breakfast Seminar on Minimizing Risk in Connection with Single Employee Terminations and Reductions in Force
February 07, 2023

197 Akerman Lawyers Across the United States Named to 2019 *Super Lawyers* and *Rising Stars* Lists
July 02, 2019

Notable Work

Wage and Hour Collective Action: Represented a national telecommunications company in defense of a potential class and collective action based on alleged pre-shift, mid-shift, and post-shift off-the-clock time worked. Potential class totaled more than 30,000 current and former employees of the company's North American operations. After winning a critical pre-class certification motion, the class was never certified and the case settled for nuisance value.

Whistleblower Litigation: Represented a national distributor of HVAC, refrigeration, food service equipment, parts, and supplies in an action brought by a former executive who alleged he was terminated because he reported Sarbanes-Oxley Act violations. The action was dismissed in its entirety due to key admissions made by the former executive during his deposition.

Wage and Hour Collective Action: Represented a national employer in connection with companion wage and hour collective actions filed by at-home and on-site customer service agents alleging off-the-clock work on behalf of themselves and thousands of other employees.

Department of Labor Audit: Represented a full-service retirement community and assisted living facility in connection with a Department of Labor wage and hour audit.

Employment Discrimination: Represented a national telecommunications company in defense of action asserting claims for employment discrimination and retaliation, violation of the Family and Medical Leave Act, and various federal and state wage and hour laws. Case settled for nuisance value after discovery.

Non-Compete Litigation: Defended a national distributor of HVAC, refrigeration, food service equipment, parts, and supplies in a non-compete action filed by a competitor. After briefing on the issue of whether the non-compete agreement was enforceable, the case settled for nuisance value.

Compliance Advice: Represents numerous clients in providing daily advice on compliance with applicable laws and regulations including, but not limited to, compliance with the Fair Labor Standards Act, Family and Medical Leave Act, and the Americans with Disabilities Act. Additionally, provides assistance with policy and agreement drafting, including employee handbooks.

Administrative Proceedings: Represents employers in connection with charges filed with the EEOC, the Florida Commission on Human Relations, and equivalent entities throughout the country.

Published Work and Lectures

- [HR Defense Blog, Contributor](#)
- Akerman Seminar, Speaker, "Breaking Up is Hard to Do: Minimizing Risk in Connection with Single Employee Terminations and Reductions in Force," February 7, 2023
- Society for Human Resource Management, Author, "Saved—Or Sunk—By the Job Description?" July 7, 2017

Affiliations

- Broward County Bar Association, Member

Honors and Distinctions

- *Super Lawyers* Magazine 2013-2019, Listed in Florida as a “Rising Star” for Employment Litigation Defense and Employment & Labor