

People



Colby H. Berman

Associate, Labor and Employment

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vCard

Colby Berman focuses her practice on employment disputes, representing employers in state and federal courts, as well as in administrative proceedings, in a broad range of employment matters, including discrimination, harassment, retaliation, breach of contract, wage and hour, and varied labor law violations. She counsels corporate and nonprofit entities in an array of industries, including retail, hospitality, construction, education, healthcare, food services, security services, and restaurants.

Notable Work

Discrimination and Retaliation: Successfully secured summary judgment in favor of national optical retailer and its assistant payroll supervisor in a case alleging an employee was terminated in retaliation for taking disability leave, demonstrating that the termination was the result of an unrenewed contract between the optical retailer and co-defendant wholesale retailer and a legitimate reduction in force.

Discrimination and Retaliation: Successfully secured summary judgment in favor of petroleum services company, its branch manager, and its senior vice president in a case alleging that the employee's inclusion in a reduction in force constituted gender discrimination and retaliation.

Related Professional Experience

- New York State Office of the Attorney General, Claims Bureau, Intern, Summer 2018

Affiliations

- Friends of the Israel Defense Forces
 - Vice President, 2024-Present
 - Secretary, 2021-2023
 - Board Member, 2020-Present

Areas of Experience

Labor and Employment
Employment Litigation
Employment Training and Compliance
Wage and Hour

Education

J.D., Benjamin N. Cardozo School of Law, 2020
B.A., Lehigh University, 2017, magna cum laude

Admissions

Bars

New York
New Jersey

Courts

New York State Supreme Court
U.S. District Court, Southern District of New York
U.S. District Court, Eastern District of New York
Superior Court of New Jersey
U.S. District Court, District of New Jersey

Languages

French

Related Content

Back to Basics: The 2025 Employment Law Playbook
March 05, 2025

DOL Proposes End of Program Allowing Employers to Pay Disabled Employees Subminimum Wage
December 17, 2024

Akerman Lawyers Ranked in New York by *Super Lawyers Magazine*
November 04, 2024

- Young Leadership Galas, Gala Chair, 2021-2024
- Gala Committee, August 2017-Present
- Chabad at Lehigh University, Executive Board, 2013-2017
- Children's Crisis Treatment Center, Volunteer, 2009-2020

Published Work and Lectures

- HR Defense Blog, Contributor
- *Cardozo Journal of Conflict Resolution*, Author, "Crossing the Border or Crossing the Line? Why Alternate Dispute Resolution is the Best Route to Reunite Families of Immigrant Children Separated at The U.S.-Mexico Border," Volume 21.2: Winter 2020

Honors and Distinctions

- *Super Lawyers* Magazine, 2024, Listed in New York as a "Rising Star" for Employment & Labor