

People



## Nancy Sotomayor

Partner, Litigation

Los Angeles

T: +1 213 533 5905

nancy.sotomayor@akerman.com

vCard

Focused primarily on the staffing industry, Nancy Sotomayor represents employers in complex litigation matters involving class actions, FLSA collectives, and PAGA lawsuits. Nancy regularly advises clients on compliance with wage and hour law, as well as other related laws. She handles matters in state and federal court, in addition to the arbitral forum, and also has trial experience before state and federal agencies, including the National Labor Relations Board.

Nancy's experience includes representing employers in wage and hour lawsuits, including claims for alleged failure to pay minimum and overtime wages, failure to provide meal periods, failure to permit rest breaks, failure to provide compliant wage statements, failure to timely pay wages, and other related labor code claims.

### Notable Work

**Class Action Litigation:** Defended one of the largest healthcare staffing company's in the country in a class, collective, and representative action alleging various wage and hour violations.

**Trial Counsel:** Defended the number one supplier of animal fat shortenings in the Western United States against claims of disability discrimination, gender discrimination, retaliation, wrongful termination, whistleblower retaliation, and wage & hour violations. After a five day trial the court held that the plaintiff failed to meet her burden of proof as to each cause of action.

**Arbitration:** Represented a healthcare staffing agency to enforce an Ohio venue provision in an arbitration agreement against 20 separate claimants who all worked in California and sought to arbitrate in California but none of whom resided in California. After oral argument the special arbitrator granted the healthcare company's motion to enforce the Ohio venue provision.

### Published Work and Lectures

### Areas of Experience

Litigation  
Wage and Hour  
Employment Litigation  
Staffing Law  
Class Action Defense

### Education

J.D., University of California, Irvine School of Law, 2016  
B.A., University of California, Irvine, 2011

### Admissions

#### Bars

California

#### Courts

U.S. District Court, Northern District of California

### Languages

Spanish

### Related Content

Seven Akerman Attorneys Recognized Among 2025 California Super Lawyers  
February 27, 2025

Akerman Names 20 New Partners  
November 26, 2024

Anthony Sbardellati and Nancy Sotomayor to Speak on California Labor Code Compliance  
July 16, 2024

- American Staffing Association Webinar, Speaker, “California Litigation Avoidance Through Labor Code Compliance,” July 16, 2024

## Honors and Distinctions

- *The Best Lawyers in America*, 2023-2025, Listed in California for Litigation - Labor and Employment as “One to Watch”
- *Super Lawyers* Magazine, 2023-2025, Listed in California as a “Rising Star” for Civil Litigation: Defense