

People



## Samantha Abeysekera

Partner, Labor and Employment

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vCard

Samantha Abeysekera advises and litigates on behalf of management in a diverse array of industries, including financial services, market research, real estate, aviation, and technology start-ups. Both her litigation and advice-and-counseling work focuses on employment discrimination, harassment, restrictive covenants, and employment/separation agreements, as well as wage and hour matters involving exempt/non-exempt status, the calculation of hours worked, overtime pay, and other issues under the Fair Labor Standards Act and state wage and hour laws.

Samantha regularly defends employers before federal and state courts, administrative agencies including the U.S. Equal Employment Opportunity Commission and the Department of Labor, mediators, and arbitrators. In addition, she has defended employment actions filed by registered representatives before the Financial Industry Regulatory Authority (FINRA).

As part of her counseling practice, Samantha conducts management and employment training on equal employment, anti-harassment, and wage and hour matters. Clients rely on her day-to-day advice on workplace issues such as employment contracts, employee handbooks, hirings, terminations, reductions-in-force, leave management, disability and religious accommodation, and employee compensation.

### Related Professional Experience

- Law Clerk to the Honorable Thomas P. Olivieri, Superior Court of New Jersey, Chancery Division, 2002-2003

### Published Work and Lectures

- [HR Defense Blog, Contributor](#)
- Akerman Labor & Employment Summit, “The Proliferation of Pay Equity Laws & Audits: What Does ‘Doing the Right Thing’ Mean?” May 2, 2024

### Areas of Experience

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

### Education

J.D., George Washington University Law School, 2002, with honors  
B.A., Wesleyan University, 1997, with honors

### Admissions

#### Bars

New York

#### Courts

U.S. Court of Appeals, Second Circuit  
U.S. District Court, Eastern District of New York  
U.S. District Court, Southern District of New York

### Related Content

Akerman Hosts Roundtable Discussion on Non-Competes, FLSA Exemptions, and the Future of AI in Employment Law  
October 08, 2024

Akerman Hosts Annual Labor and Employment Law Summit  
May 02, 2024

Akerman Hosts Webinar on How to Navigate Non-Competes in New York  
April 18, 2024

- Akerman Webinar, Co-Presenter, “Will Non-Competes in NY Sink or Swim? How to Navigate Rough Waters at the Federal, State, and Local Level,” April 18, 2024
- Akerman Seminar, Co-Presenter, “Management of Internal Investigations,” October 2, 2023
- Samantha Abeysekera Quoted in the *New York Post*, “A Demotion Is a Red Flag, So Start Planning Your Strategy For Success,” October 21, 2018
- Akerman Twentieth Annual Labor & Employment Law Seminar, Presenter, “Dealing With The Problem Employee,” September 2015
- Akerman Nineteenth Annual Labor & Employment Law Seminar, Co-Presenter, “Your FLSA Audit’s Done, and We Need to Re-Classify – Now What?: Case Studies,” April 2014
- Akerman Labor & Employment Roundtable, Moderator, “Indefinite Leave, Definite Problems,” January 2014
- Akerman Labor & Employment Roundtable, Moderator, “To Arbitrate or Not to Arbitrate: That is the Question,” November 2013
- *New York Law Journal*, Author, “Masters or Servants?” (Analysis of mandatory retirement policies in the context of professional partnerships), May 2010

## Honors and Distinctions

- *Best Lawyers*, 2024-2025, Listed in New York for Employment Law - Management, Litigation - Labor and Employment
- *Super Lawyers* Magazine, 2014-2015, Listed in New York as a “Rising Star” for Employment Litigation: Defense