



Yamilet Hurtado

Counsel

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OVERVIEW

Yamilet Hurtado is a counsel in the firm's Labor, Employment, and Workplace Safety practice. Prior to joining the firm, Yamilet served as employment and litigation counsel, as well as director of human resources compliance for governance and immigration at a global cruise line company. As counsel, she partnered with internal stakeholders to formulate proactive strategies to manage litigation risk, and advised stakeholders regarding day-to-day labor and employment matters, legal compliance, internal investigations, and corporate governance. In addition, she negotiated, prepared, and reviewed corporate contracts, including employment agreements, separation agreements, vendor agreements, and nondisclosure agreements; managed a wide range of employment and commercial litigation leveraging resources to implement case strategies in cost-effective manner; and formulated and implemented internal discovery protocols to minimize outside counsel spend.

Within the human resources compliance role, Yamilet provided business-focused resolution of employee relations issues ensuring consistent application of company policies and procedures; developed global guidance documents, materials, and training for HR professionals and business leaders; collected and analyzed employee relations and compliance metrics to identify trends, recommend preventive strategies and long-term solutions surrounding employee issues and actions; drafted and revised employee relations and compliance strategies, policies, and procedures; and served as liaison to shipboard labor unions for collective bargaining and labor grievances.

Yamilet was previously an associate at the firm, where she focused her practice on compliance, corporate governance, commercial disputes, government investigations, and administrative proceedings. She was also a law clerk at the Office of Immigration Litigation for the US Department of Justice.

ACHIEVEMENTS

- 40 Under 40 Outstanding Lawyers of South Florida, 2016
- Lawyers of Color, Nation's Best List 2019

EDUCATION

- J.D., George Washington University Law School, 2009
- M.A., Florida International University, 2004
- B.A., Florida International University, 2001

ADMISSIONS

- Bar of District of Columbia
- Bar of Florida
- Bar of New York
- United States District Court for the Middle District of Florida
- United States District Court for the Northern District of Florida
- United States District Court for the Southern District of Florida

LANGUAGES

- Spanish

THOUGHT LEADERSHIP *POWERED BY HUB*

- 5 December 2018, Legal Tropics: Ensuring Your Holiday Party Doesn't Turn into a New Year's Liability
- 21 April 2017, Seventh Circuit Finds Sexual Orientation Protected by Title VII of the Civil Rights Act
- 17 October 2016, Predictive Scheduling: An Expanding Trend Impacting the Food Service, Hospitality, and Retail Industries
- 28 September 2016, Zika Virus: What Do Employers Need to Know?
- 16 September 2016, Considerations for Hospitality Industry Employers as They Continue to Prepare for New Salary Thresholds Under White-Collar Overtime Exemptions
- 30 March 2016, The Supreme Court Charts a Narrow Course in the Use of Statistical Evidence at Class Certification
- 11 May 2015, Sixth Circuit Sides with Ford Motor Company in ADA Telecommuting Case

OTHER PUBLICATIONS

- Co-author, “Many Employers Will Need to Raise Salaries to Qualify for Overtime Exemption,” Daily Business Review, 21 June 2016
- Co-author, “Supreme Court Charts Narrow Course for Use of Stats on Class certification,” Daily Business Review, 30 March 2016
- Co-author, “Third Try: Bill Would Limit Access to Employees' Private Social Media,” Daily Business Review, 20 October 2015
- Co-author, “For Multinationals, the New Approach to Managing a Workforce,” Miami Herald, 27 July 2015
- Co-author, “Discrimination Protection Extends to Transgender Employees,” Daily Business Review, 30 January 2015
- Co-author, “Employer Beware: EEOC Takes Aim at Routine Contract Provisions,” Daily Business Review, 13 November 2014

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety