



Principal, Tampa

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Emily.Chase-Sosnoff@jacksonlewis.com

Practices

- National Compliance and Multi-State Solutions
- Restaurants
- Employment Litigation
- Manufacturing
- Corporate Governance and Internal Investigations
- Disability, Leave and Health Management
- Corporate Diversity Counseling

Education

- Chicago-Kent College of Law, J.D. 2013
- The University of Chicago, B.A. 2010

Admitted to Practice

- 10th Circuit Court of Appeals 2015
- 11th Circuit Court of Appeals 2024
- Florida - M.D. Fla. 2019
- Florida - N.D. Fla. 2019
- Florida - S.D. Fla. 2019
- New Mexico - D. N.M. 2013
- Florida 2018
- New Mexico 2013

Emily Chase-Sosnoff is a principal in the Tampa office of Jackson Lewis P.C. Emily is committed to understanding her clients' unique business needs in order to help owners, managers, and human resources professionals navigate issues that arise in all stages of the employer/employee relationship. Her experience includes conducting investigations, drafting policies and contracts, and guiding clients through the day-to-day challenges of managing a dynamic workforce. She also helps multi-state employers comply with state-specific requirements, including wage and hour, drug testing, and leave laws. Emily takes pride in helping businesses grow by providing practical guidance and legal advice on staying on the right side of the law when hiring new employees and expanding to new locations.

In addition to providing proactive advice and counsel, Emily has represented employers in litigation involving all types of workplace law issues, including discrimination, harassment, retaliation, disability accommodation, FMLA leave, wage and hour issues, and employment contract disputes. She regularly appears before the EEOC and Florida state and federal courts. Her litigation experience has led her to successfully obtain summary judgment for a manufacturing company, a medical billing office, and a multinational media conglomerate in cases involving race, sex, and age discrimination, hostile work environment, and retaliation.

Emily is driven by the belief that fostering a positive workplace environment is an investment in your business. As part of her professional mission to help clients build and maintain positive employer-employee relationships, she conducts trainings on sexual harassment, ADA and FMLA compliance, and diversity, equity, and inclusion. She regularly advises clients on issues such as employee performance management, leaves of absence, discipline, and termination in order to help balance the competing demands of complying with legal requirements, running a productive workforce, and fostering a healthy workplace culture.

Emily understands the importance of being well-versed in the business and strategic goals of each of her clients and has used that approach to gain critical experience representing employers in the education, healthcare, hospitality, restaurant, manufacturing, and insurance industries, among others.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2025)
- *The Best Lawyers in America*®, "Ones to Watch: Labor and Employment Law – Management" and "Ones to Watch: Litigation – Labor and Employment" (2021-2024)
- *Super Lawyers Magazine* – Florida Rising Stars (2021-2023)
- *Super Lawyers Magazine* – Southwest Rising Stars (2017-2018)

Published Works

- *Florida Bar Journal*, Understanding the Bounds of the Computer Fraud and Abuse Act in

the Wake of Van Buren (2022) (co-author)

Speeches

- “Lunch & Learn on FMLA and ADA Compliance,” OneDigital (Tampa, Florida, August 2024) (speaker)
- “Legal Updates in Employment Law,” America’s Credit Unions: HR & Organizational Development Counsel (St. Pete Beach, Florida, April 2024) (speaker)
- “Best Practices for Workplace Investigation,” Florida Educational Negotiators (FEN) (Kissimmee, Florida, May 2024) (speaker)
- “Impact of Recent Legislation on Florida Public Schools,” Florida Educational Negotiators (FEN) (Tampa, Florida, October 2023) (speaker)
- “Employee Handbook Best Practices in 2024 and Beyond,” Strafford Publications (Webinar, April 2024) (speaker)
- “Employee Handbook Best Practices in 2023 and Beyond,” Strafford Publications (Webinar, February 2023) (speaker)
- “Emily Chase-Sosnoff: Getting Started in HR,” NELA Illinois Employee to Lawyer Podcast (Podcast, May 2023) (guest speaker)
- “Pregnancy Discrimination in Sports,” SERMAPod (Podcast, November 2023) (speaker)
- “Learn About CH/HB7: Individual Freedom Act and How it Will Affect Business,” Tampa Bay LGBT Chamber of Commerce (Tampa, Florida May 2022) (panel speaker)