

JacksonLewis Ena T. Diaz

Admitted to Practice

- Florida - M.D. Fla. 2002
- Florida - S.D. Fla. 1997
- Florida - N.D. Fla. 1997
- Florida 1996

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Ena T. Diaz is of counsel in the Miami, Florida office of Jackson Lewis P.C. Ena provides practical guidance on day-to-day workplace issues and serves as a trusted advocate for employers confronted with litigation. Her combined commitment to staying current on workplace legislation, key court decisions and agency regulations and deliberately aligning legal strategies with business objectives makes her a valued business partner for employers.

Fluent in both English and Spanish, Ena understands the power and importance of communication and prioritizes listening as critical to her ability to break down complex legal concepts into straightforward, practical language and develop bespoke solutions for every client. Ena litigates employment law cases across a wide range of issues, with a particular focus on the American with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), sexual harassment, restrictive covenants, and wage and hour disputes arising from alleged violations of the Fair Labor Standards Act, in federal and state courts, before administrative agencies and arbitration. Similar to her overall approach as legal counsel, Ena takes into account the client's business culture, objectives and risk tolerance which is particularly critical when developing a tailored litigation strategy.

Throughout her years of practicing workplace law, Ena has represented employers in matters and disputes across various industries, including hospitality, retail, finance, education, wellness, logistics, and construction. One of the aspects Ena has enjoyed most about practicing employment law has been learning about the business of each of the organizations she represents, and she channels that passion, knowledge and experience to achieve the best possible outcomes for clients.

Ena is a Florida Supreme Court certified civil circuit mediator that is also listed as a mediator on the roster for the U.S. District Court, Southern District of Florida. She leverages her years of experience providing advice and counsel on day-to-day workplace matters, an understanding of the dynamics of the workplace, litigating workplace disputes and managing her own business to guide parties towards resolving their differences and cemented her reputation as a skilled and empathetic mediator in workplace disputes.

Some of Ena's representative experience includes:

- Served as defense counsel in a case involving claims under the Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) that resulted in a verdict favorable to the client.
- Litigated claims of FMLA interference, gender discrimination, and retaliation on behalf of an educational institution that resulted in a summary judgment.
- Represented restaurant in a successful effort against class certification under the FLSA.
- Successfully asserted defenses under the Fair Labor Standards Act, including fluctuating workweek, piecework, motor carrier, administrative and executive exemptions in a U.S. Department of Labor investigation of an employer in the food industry.

- Secured summary judgment for a private college in a lawsuit brought by a former employee alleging breach of contract following their termination.