STEARNS WEAVER MILLER

Ingrid H. Ponce



Shareholder
Miami Office
Coral Gables Office
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PRACTICE AREAS

- Labor & Employment
- Litigation & Dispute Resolution
- Hospitality & Leisure
- Education Law
- Arts, Sports & Culture
- Class Actions

LANGUAGES

- Spanish

OVERVIEW

"Ingrid is a one-stop shop for all labor and employment issues and she is incredibly knowledgeable and service-oriented."

- Chambers USA 2023

Ingrid H. Ponce is a Shareholder in the Labor & Employment Department and a member of the Firm's Board of Directors. Ingrid focuses her practice on employment litigation and counseling, including wage & hour issues, collective or class actions, sexual harassment, discrimination, retaliation and whistleblower claims. She partners with her clients to develop innovative approaches to solving employee issues. She is a frequent speaker on issues such as investigating harassment/discrimination claims, religious discrimination and EEO compliance. She also provides training to managers and employees on preventing workplace harassment, EEO compliance, FMLA, ADA, workplace violence, and litigation prevention.

Ingrid is a regular contributor to the firm's labor and employment law blog, BeLabor the Point.

REPRESENTATIVE EXPERIENCE

Successfully represents clients in jury trials in both state and federal courts, and in appeals before the Eleventh Circuit Court of Appeals and Florida's Third District Court of Appeal.

Representation of clients in collective and class actions brought under the Fair Labor Standards Act and other federal and state laws.

Lead counsel of litigation teams that have secured summary judgment victories on behalf of various clients in cases involving claims under Title VII of the Civil Rights Act of 1964, the Florida Civil Rights Act, the Americans with

Disabilities Act, the Age Discrimination in Employment Act, the Florida Whistleblower Act, and other employment statutes.

Defense of employers in a variety of employment related lawsuits, including discrimination, harassment, retaliation, and other claims arising under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, the Florida Civil Rights Act, the Florida Whistleblower Act, the Fair Labor Standards Act, and other federal, state and local employment-related laws and regulations.

Frequently appears before the EEOC, as well as state and local EEO agencies, to defend clients against charges of discrimination and harassment; experience includes working with in-house legal or personnel departments to prepare position statements and other materials in response to such claims.

Counsels clients with respect to design and implementation of personnel policies and procedures, and reviews, drafts, and updates policies.

Conducts company-wide and supervisor/manager training in Spanish and English on a variety of topics, including preventing workplace harassment, EEO compliance, FMLA, ADA, workplace violence and litigation prevention.

Represented client in a successful appeal before Florida's Third District Court of Appeal. The Court reversed a $2.5 million jury verdict against our client in a case that contributes significantly to existing case law on discrimination and retaliation in Florida.

PROFESSIONAL & COMMUNITY INVOLVEMENT

Breakthrough Miami, Board of Directors, 2014-2023

The Florida Bar, Labor and Employment Section

St. Philip's Episcopal Church, Vestry Member

RECOGNITION

Chambers USA, Labor & Employment (Florida), 2020-Present

The Best Lawyers in America, 2024-Present

Top 10 Florida Labor & Employment Lawyers to Follow in 2023, Business Today

South Florida Legal Guide, Top Lawyers in South Florida - Labor & Employment, 2017-2021; Top Up and Comers - Labor & Employment, 2015-2016

Benchmark Litigation, Labor & Employment Star, 2018-2022

Florida Super Lawyers, 2022-Present; *Rising Star*, 2011-2013

AV Rated by *Martindale-Hubbell*

PUBLICATIONS & PRESENTATIONS

Publications: **Must an employee making more than $200k still be paid overtime? Definitely, maybe.**

BeLabor the Point Blog | March 2023

Events: **TikTok Time Bombs/Social Media, Offer Letters And Employment Agreements and I Need To Be An Independent Contractor**
Stearns Weaver Miller's 2022 Annual Tampa Labor & Employment Law Seminar | | October 2022

Events: **Offer Letters And Employment Agreements**
Stearns Weaver Miller's 2022 Annual Miami Labor & Employment Law Seminar | | October 2022

Labor & Employment News Update, **Publications**: **And the OSHA Vax or Test Rule is Off (Again)**
BeLabor the Point Blog | January 2022

Publications: **SURPRISE, SURPRISE, SURPRISE! OSHA's Vaccinate or Test Rule is Back (at least for now).**
BeLabor the Point Blog | December 2021

Publications: **OSHA's COVID Vaccination Rules – What You Need To Know**
BeLabor the Point Blog | November 2021

Events, **Firm Announcements**, **In the Media**, **Labor & Employment News Update**, **Publications**: **Breaking Through the Noise: Labor & Employment Issues Post-Pandemic**
Stearns Weaver Miller News Program Special | | June 2021

Events, **Firm Announcements**, **In the Media**, **Labor & Employment News Update**, **Publications**: **Breaking Through the Noise: Labor & Employment Issues Post-Pandemic**
Stearns Weaver Miller News Program Special | | June 2021

Events: **COVID-19 Q&A Webinar**
Physicians Health Center Webinar | | August 2020

Publications: **Top Takeaways from Our Back to Work Virtual Chat**
BeLabor the Point Blog | June 2020

Events: **Back to Work Virtual Chat**
Stearns Weaver Miller Webinar | | June 2020

COVID News Update, **Labor & Employment News Update**, **Publications**: **DOL Provides More Guidance on the FFCRA**
BeLabor The Point Blog | March 2020

COVID News Update, **Labor & Employment News Update**, **Publications**: **DOL Issues New FFCRA Poster and Further Guidance**
BeLabor The Point Blog | March 2020

COVID News Update, **Labor & Employment News Update**, **Publications**: **Federal Paid Leave Law Signed by President Trump**
BeLabor The Point Blog | March 2020

Events: **The Applicant Dating Game**

Stearns Weaver Miller's 29th Annual Labor and Employment Law Seminar | | May 2019

Events: **"5 Steps to Protecting Company Secrets and Customers"**
Brightline Training Seminar | | January 2019

Publications: **You Fire Your HR Manager for Encouraging Employees to Sue. No Problem, right? Think Again**
BeLabor the Point Blog | October 2018

Events: **All Rise! Decisions that are Changing the Way You Do Business**
Stearns Weaver Miller's 28th Annual Labor and Employment Law Seminar | | April 2018

Events: **Back to the FLSA Drawing Board**
Stearns Weaver Miller's 27th Annual Labor and Employment Law Seminar | | May 2017

Publications: **Email Restrictions: Good Idea But Don't Hold Your Breath America**
BeLabor The Point Blog | April 2017

Publications: **New DOL Overtime Regulations On Hold – Now What????**
BeLabor The Point Blog | November 2016

Events: **Florida Advanced Skills for Wage and Hour Compliance**
2016 FLSA Master Class | | October 2016

Events: **Full Steam Ahead: Keeping up with Title VII**
Stearns Weaver Miller's 26th Annual Labor and Employment Law Seminar | | May 2016

Events: **Advanced FLSA for Hospitality**
Stearns Weaver Miller's 26th Annual Labor and Employment Law Seminar | | May 2016

Publications: **The "Accidental" Termination?**
BeLabor the Point Blog | February 2016

Events: **Common Law Employment Claims**
The Florida Bar's 16th Labor and Employment Law Annual Update and Certification Review | | January 2016

Publications: **Don't Fall Asleep Just Yet… A "New Test" to Decide When Interns Should be Paid**
BeLabor the Point Blog | October 2015

Events: **"La Oficina de mi Jefe" - Dealing with Workplace Telenovelas**
Stearns Weaver Miller's 25th Annual Labor & Employment Law Seminar | | May 2015

Publications: **Wait for It!…Wait for It! (But Don't Expect to Get Paid for It.)**
BeLabor the Point Blog | December 2014

Publications: **Are Smartphone Breaks at Work a Good Idea?**

BeLabor the Point Blog | July 2014

Events: **Interactive "Employment Discrimination – Do Juries Carry A Full Set of Clubs?"**
Stearns Weaver Miller's 24th Annual Labor and Employment Law Seminar | | May 2014

Publications: **Florida Employment Law Manual**
Florida Chamber of Commerce | January 2013

Events: **Referees Aren't the Only Whistleblowers**
Stearns Weaver Miller's 22nd Annual Labor and Employment Law Seminar | | May 2012

Events: **A New Declaration of Independence: Consultants, Contingent Workers, Leased Employees and Independent Contractors**
Stearns Weaver Miller's 21st Annual Labor & Employment Law Seminar | | May 2011

Events: **Social Networking Sites in Human Resources Screening**
Association of Legal Administrators Conference | | June 2010

Events: **Crisis Management: When Bad Things Happen To Good Employers (and What HR Can Do About It)**
Stearns Weaver Miller's 20th Annual Labor and Employment Law Seminar | | May 2010

Events: **IWork In The Digital Village**
Stearns Weaver Miller's 19th Annual Labor and Employment Law Seminar | | May 2009

NEWSROOM

In the Media: **Top 10 Florida Labor & Employment Lawyers to Follow in 2023**
Business Today | | August 2023

Firm Announcements: **29 Stearns Weaver Miller Lawyers in 11 Practice Areas Ranked In Chambers USA 2023**
| June 2023

Firm Announcements: **28 Stearns Weaver Miller Lawyers in 12 Practice Areas Ranked In Chambers USA 2022**
| June 2022

Events, **Firm Announcements**, **In the Media**, **Labor & Employment News Update**, **Publications**: **Breaking Through the Noise: Labor & Employment Issues Post-Pandemic**
Stearns Weaver Miller News Program Special | | June 2021

Events, **Firm Announcements**, **In the Media**, **Labor & Employment News Update**, **Publications**: **Breaking Through the Noise: Labor & Employment Issues Post-Pandemic**
Stearns Weaver Miller News Program Special | | June 2021

In the Media: **Hear from Marlins, Fisher Island and EEOC leaders about post-COVID labor issues**
Miami Herald | | June 2021

Firm Announcements: **29 Stearns Weaver Miller Lawyers in 12 Practice Areas Ranked In Chambers USA 2021** | May 2021

Firm Announcements: **24 Stearns Weaver Miller Lawyers in 12 Practice Areas Ranked In Chambers USA 2020** | April 2020

In the Media: **Introducing the Class of 2016**
South Florida Legal Guide | | July 2016

Firm Announcements: **Stearns Weaver Miller Presents 26th Annual Labor & Employment Law Seminar** | March 2016

Firm Announcements: **Stearns Weaver Miller Attorneys Recognized by South Florida Legal Guide 2016** | January 2016

Firm Announcements: **Stearns Weaver Miller Presents 25th Annual Labor & Employment Law Seminar** | April 2015

Firm Announcements: **Stearns Weaver Miller Attorneys Recognized by South Florida Legal Guide 2015** | January 2015

Firm Announcements: **Stearns Weaver Miller Presents 24th Annual Labor and Employment Law Seminar** | April 2014

EDUCATION

J.D., with honors, University of Florida College of Law, 1998
Order of the Barristers

B.A., *magna cum laude*, Rollins College, 1995

ADMISSIONS

Florida

United States District Courts for the Northern, Middle and Southern Districts of Florida

United States Court of Appeals for the Eleventh Circuit