



SHEILA M. ABRON

Partner

Columbia

803.740.7676

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Service Focus

- Class and Collective Actions
- Counseling and Advice
- DEI and EEO Compliance
- Employment Discrimination and Harassment
- Government Contracting, Compliance, and Reporting
- Pay Equity and Transparency
- Reductions in Force (RIFs)
- Wage and Hour
- Workplace Investigations

Industry Focus

- Education
- Higher Education
- Hospitality
- Non-Profit and Tax-Exempt Organizations
- Retail

OVERVIEW

Sheila Abron is a partner at Fisher Phillips, LLP. Certified as a Specialist in Employment and Labor Law by the South Carolina Supreme Court, Sheila represents

companies and educational institutions—large and small—as they navigate employment issues related to hiring, discipline, investigations, employment discrimination, unemployment, and other related issues. As Chair of the Firm’s Government Contracting, Compliance, and Reporting practice group, she has extensive experience providing compliance advice to federal contractors on affirmative action and OFCCP regulations and audits. Sheila also has a wealth of experience working on collective actions under the Fair Labor Standards Act (FLSA) and class actions under wage and hour state laws. She is a member of the National Association of College and University Attorneys (NACUA). Sheila also provides training for supervisors and managers on harassment, Equal Employment Opportunity (EEO) compliance, the Family Medical Leave Act, diversity and inclusion, and many other areas.

Sheila is involved in various professional and community activities. She is a past president of the National Conference of Women’s Bar Associations, the South Carolina Women Lawyers’ Association (SCWLA) and the South Carolina Bar Young Lawyers (SCYLD) Division. She also serves on the Board of Directors for Columbia – Society for Human Resource Management (SHRM), and the Riverbanks Zoo Society. Sheila is active in the Richland County Bar, American Bar Association, and is a member of the Junior League of Columbia.

Prior to attending law school, Sheila was a member of store leadership for a Fortune 500 retail company, providing employee supervision and managing a variety of employee issues related to wage and hour, workers’ compensation, discrimination issues, performance management, and other personnel issues.

Sheila has been recognized for her contributions to the legal profession and her community at large, having been twice named to the *Columbia Regional Business Report’s* Women of Influence list, *Columbia Business Monthly’s* Legal Elite of the Midlands, and the American Bar Association’s On the Rise – Top 40 under 40. She has been consistently recognized in South Carolina Super Lawyers and was a recipient of the Leadership in the Law award. She was awarded the Johnathon Jasper Wright Award by The Honorable Matthew J. Perry Chapter of the Black Law Students Association at the University of South Carolina School of Law, is a three-time recipient of the President’s Award and a four-time recipient of the Star of the Quarter award from the South Carolina Bar Young Lawyers’ Division. Sheila has also been recognized as a Silver Compleat lawyer Award from the University of South Carolina School of Law Alumni Association. This award recognizes alumni who have made significant contributions to the legal profession and who exemplify the highest standard of professional competence, ethics, and integrity.

Sheila’s depth of experience in a variety of employment-related issues has made her a trusted source for commentary. She is regularly quoted in prominent media outlets such as *Bloomberg Law*, *The Wall Street Journal*, *Inc. Magazine*, *SC Lawyers*

Weekly, Business Insurance, Federal News Network, Law 360, EHS Today, and HR Dive.

Credentials

Education

- University of South Carolina School of Law, J.D., 2011
- University of South Carolina, B.S., 2005

Bar Admissions

- South Carolina

Court Admissions

- U.S. Court of Appeals for the Fourth Circuit
 - U.S. District Court for the District of South Carolina
 - U.S. Supreme Court
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Recognitions

- Recognized in *The Best Lawyers in America* (2021 - 2026)
- 2019 Silver Complet Lawyer
- 2019 Leadership in the Law
- 2019 South Carolina Super Lawyers List - "Rising Star"
- Awarded the President's Award for her work on the Cinderella Project within the South Carolina Bar Young Lawyers' Division.
- 2018 Best and Brightest 35 and Under
- Named to the list of 2018 Women of Influence by the Columbia Regional Business Report
- On the Rise - Top 40 Young Lawyers Award from the American Bar Association Young Lawyers Division
- 2018 South Carolina Super Lawyers List - "Rising Star"

- Named to *Columbia Business Monthly's* Legal Elite of the Midlands in 2017
 - Leadership Columbia Class of 2017, Columbia Chamber
 - Named to *Columbia Business Monthly's* Legal Elite of the Midlands in 2017
 - Awarded the Johnathon Jasper Wright Award by The Honorable Matthew J. Perry Chapter of the Black Law Students Association at the University of South Carolina School of Law
 - Awarded the Star of the Quarter for the South Carolina Bar Young Lawyers' Division
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Affiliations

Professional Activities

- South Carolina Bar Young Lawyers Division, President, 2019-2020
- South Carolina Women Lawyers Association, President, 2018-2019; Member, Board of Directors, 2012-2019
- American Bar Association (ABA) – Member
- Columbia – Society for Human Resource Management (SHRM) – Member, Board of Directors
- Richland County Bar – Member
- South Carolina Bar – Publications Committee Member
- South Carolina Bar Young Lawyers Division – Cinderella Project, State Chair
- South Carolina Bar Young Lawyers Division – iCivics Committee Member
- South Carolina Bar Young Lawyers Division – Voices Against Violence Committee Member
- South Carolina Bar Young Lawyers Division – Habitat for Humanity Wills Clinic Committee Member
- South Carolina Bar Young Lawyers Division – High School Mock Trial Volunteer Judge
- South Carolina Defense Trial Attorneys Association – Member, Board of Directors, 2014-2016

Community Activities

Sheila is active in the community through her membership with the Junior League of Columbia. She is also a member of 2016 Class of the South Carolina Bar's Leadership Academy and a 2017 graduate of the Columbia Chamber of Commerce's Leadership Columbia.

INSIGHTS

Event

Mar 17, 2026

From Transparency to Reporting: NYC's Evolving Pay Equity Laws Explained

Event

Mar 10, 2026

2026 Pay Equity & Transparency Virtual Summit: What Employers Need to Know to Stay Ahead of Reporting and Litigation Trends

Insights

Feb 27, 2026

Labor Department Sets New Federal Contractor Minimum Wage for Narrow Group: Key Takeaways for Employers

Insights

Feb 19, 2026

Labor Department Shows Employers How to Boost AI Literacy for Workers: Your Guide to New Training Framework

Insights

Feb 11, 2026

Department of Education Drops Defense of Anti-DEI Guidance for Colleges: 3 Things Higher Ed Institutions Should Do

Your Workforce Data Will Go Public in the Next 2 Weeks: Federal Contractors Face February 25 Deadline for EEO-1 Release