



**York Flik**  
Shareholder

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York represents management in both the private and public sector in all aspects of labor and employment law. York maintains a proactive approach to the law, counseling clients in human resources best practices to help clients minimize exposure and maintain an efficient, healthy and productive workforce. He is routinely consulted by clients seeking his counsel concerning such matters as wage and hour compliance, employee discipline, disability accommodation, and workplace harassment.

York handles litigation in State and Federal Courts with an emphasis on the defense of wage and hour, retaliation and discrimination claims. He also conducts investigations and audits on behalf of employers, as well as represents employers during agency investigations by the U.S. Equal Employment Opportunity Commission, U.S. Department of Labor, and others.

As part of his overall defense strategy for Employers, York also prepares tailored employment agreements, handbooks, and various policies and procedures to support human resources and minimize risk.

York is a three-time graduate of the University of Miami, having earned a Bachelor's degree, a Master's degree from the University of Miami's Rosensteel School of Marine and Atmospheric Science and his law degree.

When not at work, York is active in his community, serving on the board of the Key Biscayne Bar Association, and volunteering for the Key Biscayne Yacht Club where he is a past Commodore. York enjoys time with his family on the water and is an avid kiteboarder.

### Professional Recognition and Associations

Dade County Bar Association  
American Bar Association  
Key Biscayne Bar Association, Director 2014-Present

### Community Involvement

Dade County Bar Association/Young Lawyers Section, eMentoring Program (2003)  
Key Biscayne Athletic Club Volunteer

### Honors and Awards

Eleventh Judicial Circuit and Dade County Bar Association, "Put Something Back" Pro Bono Service Award (2003)

### Court Admissions

U.S. Court of Appeals for the Eleventh Circuit, 2012  
U.S. District Courts for the Middle (2003) and Southern (1998) Districts of Florida  
All Florida State Courts, 1996

### Education

University of Miami, (J.D., 1996)  
University of Miami, Rosensteel School of Marine and Atmospheric Science, (M.A., 1993)  
University of Miami, (B.A., 1992)

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