

Angelo Spinola

Shareholder

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Focus Areas

Class Actions
Wage and Hour
International Employment Law
Unfair Competition and Trade Secrets
Discrimination and Harassment
Littler Home Care Toolkit
Littler Franchise Compliance Toolkit

Overview

Angelo Spinola regularly represents employers across the country in collective, class, and hybrid actions brought under the Fair Labor Standards Act and various state wage and hour laws. His experience includes:

- Helping employers respond to wage and hour investigations by the Department of Labor and state agency equivalents
- Conducting wage and hour practices audits
- Developing compliance measures that minimize wage and hour exposure
- Representing management in grievance arbitrations
- Drafting restrictive covenant agreements

Appearing on behalf of employers in federal and state courts and administrative tribunals throughout the United States, Angelo has litigated all types of discrimination cases, including age, disability, race, national origin, sex, harassment and retaliation. He also litigates issues related to:

- Unfair competition
- The misappropriation of trade secrets
- Breach of executive employment contract claims

- Common law claims asserted under state laws

Additionally, Angelo regularly assists employers to promote an issue-free work environment through counseling, training and other preventive strategies. He also conducts training on employment-related issues for management personnel, lawyers and human resources professionals and is a regular speaker before business organizations and human resource groups on a wide variety of employment law topics.

Angelo's litigation and counseling experience spans multiple industries, including:

- Healthcare
- Hospitality
- Staffing
- Construction
- Telecommunications
- Manufacturing
- Retail
- Cable and satellite installation
- Waste hauling
- Transportation

He also works with global employers regarding their U. S. employment law-related needs and cross-border human resources issues. Angelo is a core member of Littler's Wage & Hour, Healthcare and International Law Practice Groups.

Professional and Community Affiliations

- Chair, Global Community Group, Society for Human Resource Management
- Liaison, Global Council, Metro Atlanta Chamber of Commerce
- Member, State Bar of Georgia
- Member, Advisory Committee, Atlanta Legal Aid Society
- Member, Committee on Fair Labor Standards, American Bar Association
- Member, Litigation and Labor and Employment sections, American Bar Association
- Member, Buckhead Business Association
- Member, Society for Human Resource Management, Atlanta Chapter
- Volunteer, Big Brothers and Sisters of Metro Atlanta

Education

J.D., George Washington University Law School, 1999, *With Honors*

B.A., University of Maryland, 1995, *magna cum laude*

Bar Admissions

Georgia

Courts

Georgia Supreme Court

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 11th Circuit

Publications & Press

New York Court Nullifies Recent Emergency Amendment Codifying Longstanding "13-Hour Rule" for Home Care Industry

Littler ASAP

September 28, 2018

Starbucks' New Mexico City Café Will Be Run Entirely by Older Adults

Senior Housing News

September 18, 2018

DOL Signals Return to Historical Test to Divide Worker Classification

SHRM Online

July 23, 2018

DOL Signals Return to Historical Test to Divide Worker Classification

TLNT

July 23, 2018

Trump Administration DOL Issues First Substantive Guidance on Independent Contractors

Littler ASAP

July 17, 2018

Franchisers Continue to Face Joint Employment Risk

Home Care Magazine

April 18, 2018

Certainty is on the Horizon for the New York Home Care Industry

Littler Insight

March 8, 2018

Wage and Hour Law Update for Restaurant Operators

HR Professionals Magazine

February 28, 2018

Another Federal Court Holds Home Health Aides in NY are NOT Necessarily Entitled to Pay for Every Hour of a 24-Hour Shift, but that the DOL's Home Care Rule Took Effect on January 1, 2015

Littler Insight

December 21, 2017

DOL Appeals Ruling that Invalidated White Collar Exemption Changes

Home Health Line

December 12, 2017

How to Prepare Your Business for NYC's Predictive Scheduling Laws

New York Business Journal

December 5, 2017

Why There are More Payroll Lawsuits in Home Care

Home Health Care News

November 15, 2017

NYDOL Issues Explanatory Statement on Recent Wage Order Amendment Codifying its Longstanding Interpretation of the "13-Hour Rule"

Littler ASAP

October 25, 2017

The NYC Predictive Fair Work Week Regulation - How to Comply and Avoid Harsh Penalties

Deputy

October 16, 2017

Littler and Franchise Clique Team Up to Offer Employment Law Compliance Solution for Franchises

Littler Press Release

September 20, 2017

Another New York State Appellate Court Finds 24-Hour Non-Residential Home Care Attendants Must be Paid for Sleep and Meal Periods

Littler ASAP

September 15, 2017

DOL Asked to Halt Obama-Era Worker Classification Investigations

Bloomberg BNA Daily Labor Report

September 14, 2017

Monopolistic Market Control Depresses Healthcare Wages

Modern Healthcare

September 14, 2017

The Red Flags of FLSA

HomeCare

September 1, 2017

The Labor Department's Companionship Services Overtime Rule Should Not Be Enforced for the Period the Rule Was Vacated by a District Court Injunction

Bloomberg Law

July 31, 2017

How Agencies Can Dodge Pay Practice Lawsuits in the Trump Era

Home Health Care News

April 25, 2017

New York State Appellate Court Finds 24-Hour Non-Residential Home Care Attendants Must be Paid for Sleep and Meal Periods

Littler ASAP

April 14, 2017

Online Legal Resources Straddle the Line Between Public Good and Client Generation

Legaltech News

November 22, 2016

Littler Launches Franchise Compliance Toolkit

Littler Press Release

November 15, 2016

Illinois Expands Employment Rights to Domestic Workers

SHRM Online

September 27, 2016

Illinois Becomes Seventh State to Expand Employment Rights to Domestic Workers

Littler Insight

September 23, 2016

Wage and Hour Challenges for the Home Care Industry

Littler Podcast

September 2, 2016

Preparing Home Care Agencies to Defend Against Increase Wage and Hour Litigation

The Florida Home Care Connection

Summer/Fall 2016

Home Care Becomes No. 1 Target for Labor Lawsuits

Home Health Care News

July 5, 2016

Supreme Court Leaves Home Care Rule in Place

Corporate Compliance Insights

July 5, 2016

Supreme Court Declines Review of D.C. Circuit's Decision Upholding DOL Home Care Rule as Regulatory and Litigation Focus on Home Care Industry Intensifies

Littler Insight

June 28, 2016

Morning Shift

POLITICO

June 28, 2016

Labor & Employment Issues Facing the Healthcare Industry

Littler Report

April 12, 2016

Home Care Industry Coalition Seeks Supreme Court Review of DOL's Home Care Rule

Littler ASAP

November 19, 2015

Home Care Industry Braces for DL Wage Enforcement

Bloomerg BNA Daily Labor Report

November 10, 2015

Court Enters Summary Judgment in Favor of DOL in Home Care Rule Challenge

Littler ASAP

October 22, 2015

Supreme Court Denies Further Stay of Department of Labor's Home Care Rule; Effective Date is Imminent

Littler ASAP

October 6, 2015

NLRB Ruling Around Joint Employers Could Affect Franchisor Relationships

Private Duty Insider

September 23, 2015

October 13 Effective Date of the Home Care Rule Stands—For Now

Littler ASAP

September 22, 2015

Resolving Mental Health Issues in the Workplace

Inc. Magazine

September 2, 2015

D.C. Circuit Upholds DOL's Home Care Rule; Further Appeals Likely

Littler ASAP

August 24, 2015

The Federal Companionship Exemption Remains Intact: Steps Home Health Agencies Can Take to Establish Eligibility for the Federal Exemption and Comply with State Wage & Hour Laws

ABA's Health Lawyer

April 1, 2015

New York State Supreme Court Finds 24-Hour Home Care Attendants Must be Paid for Sleep and Meal Periods

Littler Insight

March 25, 2015

The Department of Labor Appeals Federal Court's Orders Vacating Both Major Provisions of the Home Care Rule

Littler ASAP

January 23, 2015

Federal Court Vacates Second and Final Major Provision of the Department of Labor's Home Care Rule

Littler ASAP

January 14, 2015

D.C. Federal Court Vacates Regulation Excluding Third-Party Employers from the FLSA Companionship and Domestic Services Exemption

Littler ASAP

December 22, 2014

Preparing for the Elimination of the Minimum Wage and Overtime Exemption for Home Healthcare Aides

The Health Lawyer

December 1, 2014

Wage And Hour Class Actions In The Healthcare Industry: Legal Challenges And E-Discovery Solutions

Metropolitan Corporate Counsel

October 20, 2014

Loan Officers Fail to Establish Willful Violation of FLSA in Collective Action

Littler ASAP

August 7, 2014

Littler Mendelson: Labor & Employment Litigation Department of the Year Award

Daily Report

July 23, 2014

Another Federal Court Decertifies FLSA Collective Action in Automatic Meal Break Deduction Case

Littler ASAP

June 18, 2014

Courts Continue to Be Split on Class Certification in Unpaid Intern Cases

Littler ASAP

May 16, 2014

Workplace Bullying

Atlanta Business Chronicle

January 31, 2014

FLSA Compliance for Home Care Employers After the Companionship Exemption

Thomson Reuters Westlaw Journal Employment

January 22, 2014

Challenges and Best Practices for Home Care Employers Following the Elimination of the Companionship Exemption

Littler Report

November 7, 2013

Department of Labor Eliminates the Minimum Wage and Overtime Exemption for Most Home Care Aides

Littler Insight

September 25, 2013

Non-exempt employees: What counts as uncompensated off – the –clock work

Private Duty Insider

May 22, 2013

Beyond the companionship exemption: How to classify employees as non-exempt

Private Duty Insider

May 6, 2013

Hot Wage and Hour Issues for Home Healthcare Employers

Littler Report

March 19, 2013

EEOC Sanctioned for Failing to Produce Class Claimants' Social Media ESI and Other eDiscovery Misconduct

Littler Insight

March 18, 2013

Recent Wage & Hour Challenges and Solutions for Home Health Care Employers

Bloomberg BNA's Health Law Reporter

February 7, 2013

Recent Wage & Hour Challenges and Solutions for Home Health Care Employers

Health Law Reporter - Bloomberg BNA

February 7, 2013

Supreme Court Declines to Prescribe Overtime Entitlement For Pharmaceutical Sales Representatives

Atlanta Hospital News & Healthcare Report

July 1, 2012

Evolving Hospital-Physician Relations: Opportunities and Challenges of ACO Formation

Atlanta Hospital News

April 1, 2012

Wage and Hour Class Actions in the Healthcare Industry

Littler Report

March 21, 2012

2012 Midwinter Treatise Supplement: The Fair Labor Standards Act

American Bar Association

February 22-24, 2012

The Coming Regulatory Avalanche: Engineering Practical Employment and Labor Law Compliance Solutions

Littler Report

April 6, 2011

Wage and Hour Class Actions in the Healthcare Industry: Diagnosis and Prevention

Littler Report

June 2, 2010

Eleventh Circuit Holds Title Insurance Executive Who Conducts "Promotional Work" Exempt Under the FLSA "Outside Sales" Exemption

Littler Insight

February 4, 2009

Speaking Engagements

Wage Hour 101: Pay Practice Compliance to Protect Your Organization More Effectively Than Even Captain America's Shield

Home Care Association of Florida Annual Conference, Orlando, FL

July 29, 2018

Latest Legal Developments Impacting New York Home Care Providers

New York, NY

August 30, 2017

Latest Legal Developments Impacting New York Home Care Providers

New York, NY

August 29, 2017

Employment Law Update - Atlanta

Atlanta, GA

November 1, 2016

Healthcare Industry Roundtable

The 2016 Executive Employer[®] Conference, Scottsdale, AZ

May 6, 2016

2015 Southeast Employer Conference

Atlanta, GA

August 20, 2015

Next Steps In The Wake Of The Companionship Exemption Decision: What Should Home Care Employers Do Now?

March 24, 2015

The Interplay Between State and Federal Law: Best Practices for California Home Care Providers

Home Care Association of America

March 17, 2015

Important Update to the DOL's Home Care Rule

January 12, 2015

The 2014 Atlanta Employer Conference

Atlanta, GA

October 9, 2014

10 Ways To Avoid Being the Big Catch in the Wage and Hour Sea

Littler Mendelson, Atlanta, GA

October 9, 2014

Critical Next Steps for Home Health Employers Dealing with the Elimination of the Companionship Exemption and Introduction of The Affordable Care Act

2014 Leadership Conference - Comfort Keepers®, Denver, CO

April 24-26, 2014

An Ounce of Prevention is Worth A Pound of Cure: Wage & Hour Compliance Strategies That Will Reduce the Risk of the Bet-the Company Class Action

2014 Long Term Care and the Law - American Health Lawyers Association (AHLA), Las Vegas, NV

February 20, 2014

Beyond the Companionship Exemption: How to Reclassify Employees

16th Annual Private Duty National Conference & Expo – DecisionHealth

November 20, 2013

The Disappearing Companionship Exemption: How is the Home Health Industry Responding to its Elimination for Home Care Workers

November 14, 2013

Fair Labor Standards Act: Increased Litigation on Overtime and Minimum Wage Disputes

2013 Annual Meeting - National Association for Home Care & Hospice (NAHC), Washington, DC

November 1, 2013

An Ounce of Prevention is Worth a Pound of Cure: Wage & Hour Compliance Strategies That Will Reduce the Risk of the Bet the Company Class Action

Private Duty Home Care Leadership Summit & Exposition - National Association for Home Care & Hospice (NAHC)

March 18, 2013

Wage and Hour Compliance Solutions

Annual Meeting & Exposition - LeadingAge
October 24, 2012

The Newest Wage Hour Claims and the Most Common Mistakes that Lead to Class Actions

Audio Conference - Institute for Applied Management & Law, Inc.
October 9, 2012

Call Center Class Actions: And What We Can Learn From Them

NAVEX Webinar
August 22, 2012

Managing Non-Exempt Employees for Wage and Hour Compliance

Winthrop University Hospital
May 2, 2012

The Globalization of Employment and Labor Law: Latest Trends and Issues for 2012

22nd Annual HR Conference - SHRM-Atlanta
March 13, 2012

Why Wage and Hour Litigation and DOL Audits Are Exploding

Society for Human Resource Management (SHRM) Conference, Columbus, GA
October 27, 2011

The Top Ten Issues HR Professionals Need to Know About International Labor and Employment Law

May Perimeter GEM Meeting - SHRM-Atlanta
October 17, 2011

Dangerous Assignments – Practical & Legal Considerations for Global Employers

SHRM-Atlanta Webinar
June 16, 2011

Special Issues in Employee Relations Law

Seminar - Institute for Applied Management & Law, Inc., Atlanta, GA
May 20, 2011

Wage and Hour Class Actions in the Healthcare Industry – Strategy and Avoidance

Southeast Healthcare Litigation Symposium - ELT
March 11, 2010

Healthcare Employers in the Crosshairs: Is Your Organization Wage and Hour Compliant?

Connecticut Hospital Association, Wallington, CT

December 16, 2009

FLSA Compliance Strategies: Managing Wage hour Issues the Right Way

Audio Conference - Institute for Applied Management & Law, Inc.

July 16, 2009

Books & Book Chapters

- *The Fair Labor Standards Act, Midwinter Treatise Supplement, American Bar Association, contributor, 2015*
- *Protection of Trade Secrets & Restrictions on Unfair Competition in Georgia Chapter, The Southern Employer, Chapter 4, LexisNexis and Littler Mendelson, chapter author, 2007/2008 Ed.*
- *Wage and Hour Answer Book, Aspen Publishers, Inc., contributing author, 2008 Ed. and 2017 Ed.*
- *Harassment, Discrimination and Other Workplace Landmines, Entrepreneur Press, contributing author, 2007*
- *The Littler Mendelson Guide to International Employment and Labor Law, LexisNexis and Littler Mendelson, contributing editor*