

Alex R. Frondorf

Associate

1100 Superior Avenue East
20th Floor
Cleveland, OH 44114
main: (216) 696-7600
direct: (216) 623-6141
fax: (216) 696-2038
afrondorf@littler.com



Practice Areas

Class Actions
Wage and Hour
Corporate Diversity and Inclusion
Labor Management Relations

Overview

Alex R. Frondorf advises and represents clients in employment law matters. He is also an adjunct professor at Cleveland-Marshall College of Law where he teaches scholarly writing.

Prior to joining Littler Mendelson, Alex served as a law clerk to the Honorable Ann Aldrich and the Honorable Kathleen M. O'Malley in the United States District Court for the Northern District of Ohio. In law school, he was managing editor of the *Saint Louis University Law Journal*.

Professional and Community Affiliations

- President, Cleveland Chapter - American Constitution Society
- Member, Executive Committee - William K. Thomas Inn of Court
- Member, Steering Committee - Human Rights Campaign
- Member, Cleveland Metropolitan Bar Association
- Member, Federal Bar Association - Northern District of Ohio Chapter

Education

J.D., St. Louis University, 2007, *cum laude*
M.P.A., St. Louis University, 2007
B.A., Bowling Green State University, 2003, *magna cum laude*

Bar Admissions

Ohio
New York
Illinois

Courts

U.S. Court of Appeals, 6th Circuit
U.S. District Court, Northern District of Ohio

Publications

"Do As I Say, Not As I Do:" EEOC Required to Provide Discovery of Its Employment Practices," April 30, 2012

"The Time Has Come For Plaintiffs To Put Up Their Dukes," *Law360.com*, March 20, 2012

"Plaintiffs' Reliance on Dukes Wins Class Certification," March 2, 2012

"Employees Must Be Given Clear, Actual Notice of FMLA Policies," January 31, 2012

"Ohio Supreme Court Expands Scope of Wrongful Termination in Violation of Public Policy Claim," July 6, 2011

"Advertising to Children and the Commercial Speech Doctrine: Political and Constitutional Limitations," *58 DRAKE L. REV.* 67, 2010

"A Deep Bench," *N.Y. TIMES*, at A27, May 7, 2009

"Civil Union Statutes: A Shortcut to Legal Equality for Same-Sex Partners In a Landscape Littered with Defense of Marriage Acts," *15 U. FLA. J.L. & PUB. POL'Y* 229, 2004

"Universalistic Moral Principles and the Law: Is Child Labor Always Wrong?," *27 HOUS. J. INT'L L.* 1, 2004

Press

"Religious Accommodation Issues for the Health Care Employer: Termination of Pregnancy and Related Issues," April 19, 2012

"FLSA Cert. Process Challenged in Light of Dukes," August 11, 2011

Blog Posts

"Federal and State Laws May Limit the Use of Healthcare Applicants' Credit Reports," *Healthcare Employment Counsel*, March 26, 2012

"Accommodation for Healthcare Employees Objecting to Abortion-Related Procedures," *Healthcare Employment Counsel*, January 12, 2012