

## Barbara Rittinger Rigo

Shareholder

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## Focus Areas

Discrimination and Harassment  
Business Restructuring and M&A  
Leaves of Absence and Disability Accommodation  
Wage and Hour  
Litigation and Trials  
Hiring, Performance Management and Termination  
Energy

## Overview

Barbara Rittinger Rigo focuses her practice on representing management in a wide range of labor and employment matters, including:

- Trials for race, gender, age, disability and national origin discrimination claims
- Arbitration
- Mediation
- Family and Medical Leave Act litigation
- Wage and hour class actions
- Trade secret law

She is an experienced trial attorney and defends clients in all types of industries, including hospitality, pharmaceutical, financial services, health care, energy and transportation, in state and federal courts, as well as before administrative agencies such as the Equal Employment Opportunity Commission, the Pennsylvania Human Relations Commission, the National Labor Relations Board, the Department of Labor and state and federal departments of labor.

Barbara focuses a large part of her practice on counseling employers on day-to-day compliance with local, state and federal statutes, such as:

- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- Title VII
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- The Genetic Information Nondiscrimination Act (GINA)
- Wage payment collection laws
- Worker Adjustment and Retraining Notification Act (WARN)

She is a frequent speaker on those and other topics. She also drafts and reviews employer policies and employment and severance agreements for clients spanning numerous industries.

Barbara serves as a member of the Discrimination Commission and the Human Relations Commission for the Township of Haverford. She is also a member of Littler Mendelson's Diversity Advisory Committee. Prior to joining Littler, she was an associate at two large firms in Pittsburgh and Philadelphia. In law school, she was a senior editor of the *Dickinson Law Review*.

## Professional and Community Affiliations

- Member, Philadelphia Diversity Law Group

## Recognition

- Named, The Best Lawyers in America®, 2018-2020
- Woolsack Honor Society

## Education

J.D., Pennsylvania State University, Dickinson School of Law, 1995

B.A., Saint Mary's College, 1991

## Bar Admissions

Pennsylvania

## Courts

U.S. Court of Appeals, 3rd Circuit  
U.S. District Court, Eastern District of Pennsylvania  
U.S. District Court, Middle District of Pennsylvania  
U.S. District Court, Western District of Pennsylvania

## Publications & Press

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**  
*Littler Press Release*  
August 15, 2019

**Diversity of Thought as a Business Imperative**  
*Al Dia News*  
April 22, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**  
*Littler Press Release*  
August 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**  
*Littler Press Release*  
August 17, 2017

**Philadelphia Issues Employer Poster for New Paid Sick Leave Ordinance and Creates New Agency for Enforcement**  
*Littler ASAP*  
April 30, 2015

**Philadelphia Enacts Paid Sick Leave Ordinance for Virtually All Employers**  
*Littler Insight*  
February 14, 2015

**The 3rd Circuit tells employers that saying ‘it’s in the mail’ does not prove receipt of FMLA notice**  
*Thomson Reuters Westlaw's Journal Employment*  
September 3, 2014

**Mailing of FMLA Notices Insufficient, Third Circuit Rules**  
*Society for Human Resource Management (SHRM)*  
August 18, 2014

**When it Comes to an FMLA Notice—the Post Office May Not Deliver For You in the Third Circuit**

*Littler Insight*

August 14, 2014

**She Complained, But I'll Sue: Third-Party Employment Retaliation Claims After Thompson**

*New Jersey Law Journal*

April 18, 2011

## **Speaking Engagements**

**Leveraging Diversity of Thought**

The Chamber of Commerce for Greater Philadelphia

April 12, 2019

**Doggy Dilemmas: Accommodating Service Animals for Employees and Customers**

Philadelphia, PA

September 6, 2018

**Doggy Dilemmas: Accommodating Service Animals for Employees and Customers**

Washington, DC

September 5, 2018

**Navigating the Use and Abuse of the FMLA**

Pennsylvania Bar Institute, Philadelphia: July 11, 2017. Mechanicsburg/Simulcast: July 18, 2017

**Transgender Bathrooms: A New Security Challenge**

ASIS International, Orlando, FL

September 12, 2016

**Managing Leaves of Absence: The Interplay of the FMLA and ADA**

Philadelphia, PA

June 2, 2015

**Medical Inquiries and Exams—An Employer's Guide**

Society for Human Resource Management, Southeastern Pennsylvania Chapter (SEPA SHRM), Philadelphia, PA

November 18, 2014

**The Trial of a Retaliation Case**

20th Annual Employment Law Institute - Pennsylvania Bar Institute

April 25, 2014

**Dealing with a Problem Employee**

Pennsylvania Bar Institute

September 24, 2013

**Family and Medical Leave Update**

Pennsylvania Bar Institute

August 2013

**Preparing The Groundwork To Enforce Non-competes**

Philadelphia, PA

September 13, 2012

**UNDER ATTACK! Independent Contractor and Contingent Worker Classifications**

Pennsylvania Bar Institute

February 28, 2012

**Social Media Grows Up: The Safe, Legal, and Effective Business Use of Social Media**

Wharton Council on Employee Relations

February 21, 2012

**Dealing with a Problem Employee**

Pennsylvania Bar Institute

2011

**How to Start Your Own Business**

Pennsylvania Bar Institute

2010

**Religious Accommodation**

Pennsylvania Bar Institute

2010