

## Alex R. Frondorf

Shareholder

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## Focus Areas

Class Action  
Wage and Hour  
Labor Management Relations  
Healthcare  
Home Health and Home Care

## Overview

Alex R. Frondorf is an experienced labor and employment law litigator and advisor. Alex devotes his practice to a broad range of labor and employment related matters, including:

- Discrimination, harassment, and retaliation
- Wrongful terminations
- Title VII of the Civil Rights Act
- The Ohio Civil Rights Act
- The Family and Medical Leave Act (FMLA)
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- Ohio Revised Code Chapter 4112
- Wage and hour matters
- Alternative Dispute Resolution
- Class actions
- Religion and disability accommodations
- Pay equity

Alex represents a diverse group of clients across different industries, including:

- Healthcare, including home healthcare
- Manufacturing
- Retail
- Restaurants / food and beverage
- Banks and financial institutions
- Child and day care facilities

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*. He is also an adjunct professor at Cleveland-Marshall College of Law, where he teaches courses on the Fair Labor Standards Act (FLSA) and scholarly writing, and at Bowling Green State University, where he teaches a course on health care law.

## Professional and Community Affiliations

- Member, William K. Thomas Inn of Court
- Member, American Inn of Court, Cleveland Employment Chapter
- Member and Past President, American Constitution Society, Cleveland Chapter, 2008-present
- Life Member, Eighth District Judicial Conference
- Member, Federal Bar Association, Northern District of Ohio Chapter
- Member, Cleveland Metropolitan Bar Association
- Vice President, Board of Trustees, Ohio City, Inc.
- Board Member, The Refugee Response
- Founder, St. John's Institute

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025

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

## Publications & Press

### **Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder**

*Littler Press Release*  
January 4, 2023

### **Ohio Adopts Provisions of the FLSA to Eliminate Hybrid Actions and Clarify Compensable Time**

*SHRM Online*  
May 4, 2022

### **Ohio Adopts Provisions of the FLSA to Eliminate Hybrid Actions and to Clarify Compensable Time**

*Littler ASAP*  
May 2, 2022

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*  
August 19, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*  
August 20, 2020

### **Legal experts foresee split decision in same-sex marriage case from federal appeals court**

*Cleveland Plain-Dealer*  
August 7, 2014

### **ALJ Finds Hospital's Internal Nursing Documents Cannot be Considered Confidential**

*Littler ASAP*  
November 5, 2013

### **Another Federal Court Discredits the Use of Representative Evidence in Class Actions**

*Littler ASAP*  
June 25, 2013

**Minnesota to Allow Home Healthcare Workers to Unionize**

*Littler ASAP*

May 31, 2013

**Supreme Court to Consider Meaning of "Changing Clothes" Amid Changing DOL Interpretations**

*Littler ASAP*

February 22, 2013

**Federal Court Decertifies Another Auto-Deduct Meal Break Case Against a Healthcare Provider**

*Littler ASAP*

February 14, 2013

**Littler Scores Big Win In FLSA Meal Break Suit**

*Littler Press Release*

February 14, 2013

**FLSA Court Decertifies Nationwide FLSA Action; ManorCare Workers Not Similarly Situated**

*Bloomberg BNA*

February 1, 2013

**FLSA Class Nixed In ManorCare Meal Break Suit**

*Law360.com*

February 1, 2013

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

*Littler Insight*

April 30, 2012

**Religious Accommodation Issues for the Health Care Employer: Termination of Pregnancy and Related Issues**

*BNA Health Law Reporter*

April 19, 2012

**The Time Has Come For Plaintiffs To Put Up Their Dukes**

*Law360.com*

March 20, 2012

**Plaintiffs' Reliance on Dukes Wins Class Certification**

*Littler Insight*

March 2, 2012

**Employees Must Be Given Clear, Actual Notice of FMLA Policies**

*Littler Insight*

January 31, 2012

**FLSA Cert. Process Challenged in Light of Dukes**

*Law360.com*

August 11, 2011

**Ohio Supreme Court Expands Scope of Wrongful Termination in Violation of Public Policy Claim**

*Littler Insight*

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

**Speaking Engagements**

**2024 Ohio Regional Employer Conference**

Cleveland, OH

October 10, 2024

**2023 Ohio Regional Employer Conference**

Cleveland, OH

October 5, 2023

**The FTC Proposed Noncompete Rule and Its Impact on Home Care**

April 11, 2023

**2022 Ohio Regional Employer Conference**

Cleveland, OH

October 6, 2022

**2021 Ohio Virtual Regional Employer Conference**

October 14, 2021

**2019 Ohio Employer Conference**

Cleveland, OH

October 10, 2019

**2018 Ohio Regional Employer Conference**

Cleveland, OH

October 18, 2018

**DOL's Proposed Changes to the White Collar Regulations**

Littler Briefing, Cleveland, OH

October 2015

**Ohio Employer Conference**

Cleveland, OH

2012-2015

**Ten Ways Employers Are – Inadvertently – Violating the FLSA**

Littler Mendelson, Cleveland, OH

October 25, 2012