



## Amber M. Spataro

Shareholder

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### Focus Areas

Policies, Procedures and Handbooks  
Training - Compliance, Ethics, Leadership  
Class Actions  
Wage and Hour  
Employment Practices Audits  
Litigation and Trials  
Home Health and Home Care

### Overview

Amber M. Spataro has nearly 20 years of experience in all areas of labor and employment law, including employment litigation, advice and counseling, and traditional labor disputes. Her advice and counseling experience includes Fortune 500 companies as well as small, five-person employers.

The mainstay of her practice is advising and counseling clients through day-to-day concerns such as termination guidance and risk assessment; wage and hour questions; I-9, overtime exemption and independent contractor audits; drafting and revising 50-State employee handbooks and policies as well as performing necessary training sessions on a variety of employment law topics.

She has litigated through trial various types of employment discrimination claims, wage and hour claims, including class actions, and other employment-related claims such as False Claims Act, breach of contract, defamation, invasion of privacy and unfair competition claims on behalf of employers in federal and state court at the trial and appellate court levels. Recently, Amber was second chair in a jury trial lasting over six weeks in Los Angeles; she secured a defense verdict for the employer on a wrongful termination and retaliation claim brought by the company's former vice president of human resources.

Amber has assisted in negotiating collective bargaining agreements in various industries ranging from health care to transportation. She has also defended against numerous charges, complaints and representation petitions before the National Labor Relations Board (NLRB). She focuses on all aspects of union avoidance from restricting union access for the solicitation of authorization cards to successfully petitioning the NLRB to overturn unfavorable election results.

## Professional and Community Affiliations

- Co-Chair, Labor and Employment Section, Essex County Bar Association
- Member, New Jersey Women Lawyers Association

## Education

J.D., University of San Diego School of Law

B.B.A., Loyola Marymount University

## Bar Admissions

New Jersey

Florida

California

## Courts

U.S. District Court, District of New Jersey

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

## Publications & Press

### **New Jersey Quietly Rolls Back Temporary Suspension of Employer Withholding Rules for Teleworking Employees**

*Littler ASAP*

October 28, 2021

### **Dear Littler: How do we Know Which State's Laws Govern the Leaves and Benefits for our Wandering Workers?**

*Dear Littler*

June 7, 2021

### **New Jersey Eases COVID-19 Workplace Restrictions Through Two Executive Orders**

*Littler ASAP*

May 27, 2021

**Radical Expansion of New Jersey WARN Act Nears**

*Littler ASAP*

May 17, 2021

**Inaugural Report of Littler's Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

**Quarantine Quandaries – How NY, NJ and CT's Quarantine Period May Impact Employers**

*Littler Insight*

June 29, 2020

**New Jersey Enacts Legislative Package to Add Teeth to Worker Misclassification Laws**

*Littler ASAP*

January 27, 2020

**New Jersey WARN Act Radically Expanded**

*Littler ASAP*

January 21, 2020

**Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference**

*Bloomberg Law*

May 4, 2018

**Employers' Usual Rules Apply to National General Strikers**

*SHRM Online*

February 16, 2017

**Employees, Political Advocacy and the NLRB – What Can an Employer Do?**

*Littler Insight*

February 13, 2017

**New Jersey Supreme Court Provides Guidance to Employers Defending Against Certain Supervisory Harassment Claims**

*Littler Insight*

February 18, 2015

**New Jersey Employers Face New Pregnancy Accommodation Requirements**

*Littler Insight*

February 7, 2014

**Littler Elevates 16 Attorneys to Shareholder**

*Littler Press Release*

January 2, 2014

**Workplace Policy Institute: Social Media Password Protection and Privacy — The Patchwork of State Laws and How It Affects Employers**

*Littler Report*

May 31, 2013

**Speaking Engagements**

**Not All Who Wander Are Lost: Managing Employee Relocation in the Era of Remote Work**

March 11, 2021

**COVID-19 in the Workplace: Compliance Challenges, Policy Options**

April 10, 2020

**Sharp Turn Ahead! An Employer's Roadmap to Recent Legislative Developments in New Jersey**

Newark, NJ

November 5, 2019

**Speak Up or Shut Up? The Persisting Challenges of Politics and Discord in the Workplace**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Popular Social Media Based Screening Practices That Could Cost You Your Dream Job**

2013 Circuit Review Symposium – Seton Hall Law School, Newark, NJ

February 5, 2013

**Social Media in Employment**

Compliance Seminar - NYK

February 16, 2011

**Legal Perils of Employee Use of Social Media**

Corporate Counsel Institute - Northwestern Law School

September 30, 2010

**Employee Use of Social Media**

Compliance Seminar - NiSource

September 29, 2010

**Sexual Harassment - What Every Manager Must Know**

J.H. Cohn LLP

April 22, 2010