



## Anthony D. Rizzotti

Shareholder

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## Focus Areas

Healthcare  
Labor Management Relations  
Discrimination and Harassment  
Wage and Hour  
Training - Compliance, Ethics, Leadership

## Overview

Anthony D. Rizzotti represents a wide range of employers, including healthcare systems, hospitals, and life sciences companies in:

- Collective bargaining negotiations
- Contract administration
- Labor arbitrations
- Union elections
- Non-compete and trade secret litigation
- Wage and hour matters

Appearing before the National Labor Relations Board and in state and federal courts in Massachusetts, Florida and Rhode Island, he also handles discrimination issues and claims arising under:

- The National Labor Relations Act
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act

Additionally, he drafts executive employment, non-competition and change-in-control agreements and offers employment training.

Anthony recently negotiated a collective bargaining agreement on behalf of an academic medical center covering 2,000 health care workers. He also obtained a judgment for an academic medical center in a discharge arbitration involving a long-term registered nurse, a summary judgment for a consumer products company in a race/national origin discrimination action in federal court, and a dismissal of an unfair labor practice charge alleging that the employer wrongfully declared an impasse and unilaterally implemented pension changes. He successfully tried to conclusion an unfair labor practice case involving the alleged discriminatory discharge of four nurses from a Florida hospital. He successfully defended a wage-hour class action in Florida federal court.

Anthony previously served as co-chair of the firm's Healthcare Industry Group and previously was a member of Littler's Board of Directors. Additionally, he has published and lectured extensively for a variety of legal, business and human resource organizations.

## Professional and Community Affiliations

- Former Chair, Labor and Employment Law Section, Boston Bar Association

## Recognition

- Named, The Best Lawyers in America®, 2006-2024
- Ranked, Labor & Employment, *Chambers USA*, 2004-2023
- Named, Top 10 Most Influential Labor & Employment Lawyers in Massachusetts, *Business Today*, 2023
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Super Lawyer, Massachusetts, *Super Lawyers*, 2012 and 2014

## Education

J.D., Boston College Law School, 1992, *cum laude*

B.A., Boston College, 1989

## Bar Admissions

Massachusetts

Rhode Island

New York

## Courts

U.S. Court of Appeals, 1st Circuit

U.S. District Court, District of Massachusetts

U.S. District Court, District of Rhode Island

U.S. District Court, Southern District of New York

## **Publications & Press**

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

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

*Littler Press Release*

August 19, 2021

### **Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

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

*Littler Press Release*

August 20, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

### **Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

### **Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

### **Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Littler Press Release*

June 5, 2018

### **Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**Littler Appoints New Healthcare Industry Group Co-Chair**

*Littler Press Release*

May 25, 2017

**Littler Appoints New Chair and Elects Three New Members to Board of Directors**

*Littler Press Release*

January 23, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**Little Attorneys Named in Best Lawyers in America® 2014 Edition**

*Little Press Release*

August 15, 2013

**Little Mendelson Named in the 2013 Chambers USA Guide**

*Little Press Release*

May 24, 2013

**Best Lawyers in America® Names 164 Little Attorneys to 2013 Edition**

*Little Press Release*

September 7, 2012

**CBAs Negotiated with Philadelphia Area Healthcare Providers Provide Insight on Union Strategy**

*Little ASAP*

July 6, 2012

**Attendance policy can be enforced without violating employee's ADA rights**

*InsideCounsel*

July 1, 2012

**A year of more labor strife?**

*Modern Healthcare*

January 2, 2012

**Striking out: Nurses unions go up against hospitals as year ends**

*Modern Healthcare*

January 2, 2012

**Best Lawyers in America® Names 108 Little Lawyers to 2012 Edition**

*Little Press Release*

September 12, 2011

**Chambers USA Honors Little And Its Attorneys**

*Little Press Release*

June 27, 2011

**Seventy-Two Little Attorneys Named to The Best Lawyers in America® 2011**

*Little Press Release*

August 9, 2010

**Little Attorneys Honored by Chambers USA**

*Little Press Release*

June 21, 2010

**61 Little Attorneys Named to The Best Lawyers in America® 2010**

*Little Press Release*

August 14, 2009

**51 Little Attorneys Named to The Best Lawyers in America**

*Little Press Release*

October 31, 2008

**Rhode Island Becomes the 10th State to Prohibit Mandatory Overtime for Nurses**

*Little Insight*

November 30, 2007

**Speaking Engagements**

**What To Expect After the Pandemic Subsidies**

ASHHRA Webinar

May 2020

**Tales from the Trenches: Updates and Practical Guidance for Healthcare Employers on COVID-19**

April 27, 2020

**Healthcare Industry Roundtable**

May 10, 2017

**Healthcare Industry Roundtable**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

**Collective Bargaining Strategies in a Challenging Economic & Regulatory Environment**

Little Mendelson, Scottsdale, AZ

May 10, 2012

**The Employee Free Choice Act (EFCA): A Sea Change of Interest to All Employers**

Boston, MA

October 15, 2008

**The Employee Free Choice Act (EFCA): A Sea Change of Interest to All Employers**

Providence, RI

October 14, 2008

**The 2008 Executive Employer® Conference**

Phoenix, AZ

April 10, 2008

**Books & Book Chapters**

- *Drafting Employment Documents in Massachusetts, contributing author, Massachusetts Continuing Legal Education, Inc.*
- *Massachusetts Employment Law Manual, contributing author, Massachusetts Continuing Legal Education, Inc.*
- *ADA, G.L. c. 151B, FMLA, and Workers' Compensation in Massachusetts, editor and contributing author, Massachusetts Continuing Legal Education, Inc.*