



Barry A. Hartstein

Shareholder

Co-Chair, EEO & Diversity Practice Group

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Focus Areas

Background Checks

Discrimination and Harassment

Class Actions

Wage and Hour

Retail

Overview

Barry A. Hartstein has earned a national reputation for a career that includes more than 30 years of counseling and representing employers in a broad range of labor and employment matters. He is a frequent writer, commentator and lecturer on workplace issues. He also has extensive experience as a litigator and has defended employers nationwide in individual and class action claims and wage and hour collective actions. He has particular expertise dealing with the Equal Employment Opportunity Commission (EEOC) on both a local and national level, which included an invitation by the EEOC chair to address the Commission at a recent meeting in Washington D.C. on the legal standards governing employers' consideration of criminal arrest and conviction records.

His clients include employers in:

- Retail
- Hospitality
- Fitness
- Health care
- Financial services
- Manufacturing operations

Barry serves in numerous leadership roles for Cornell University's ILR School. Founded as the School of Industrial and Labor Relations, the ILR School today is the world's leading college focused on work, employment and labor issues. In addition to his position on the Dean's Advisory Council and as a board member of the Scheinman Institute, which is the first institute exclusively focused on the study and practice of workplace dispute resolution, he recently completed his term as president of ILR's Alumni Association.

Barry has served for many years in a national leadership role for the American Bar Association in its section devoted to labor and employment law focusing on EEO issues, including serving as a management co-chair of the Equal Employment Opportunity Committee. In this role, he has worked closely with various chairs and other members of the EEOC, in addition to serving as a liaison between the Chicago Bar and the EEOC's Chicago District Office to facilitate communication between the Bar and the EEOC on both a local and national level.

Prior to joining Littler, Barry was the managing partner of the Chicago office of a major AM Law 100 Firm, where he also served as the Chicago practice leader for the firm's labor and employment practice.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Co-Chair, Finance Committee, American Bar Association, 2010-present
- Management Co-Chair, EEO Committee, American Bar Association, 2002-2004
- Co-Chair, EEOC Liaison Committee, Chicago District Office, American Bar Association, 1995-present
- Member, Editorial Board, ABA Journal of Labor and Employment Law
- Member, Executive Committee, Cornell ILR Alumni Association, 1995-present
- Former President, Cornell ILR Alumni Association, 2007-2009
- Dean's Advisory Council, Cornell ILR School, 2007-present
- Member, Board of Directors, Scheinman Institute on Conflict Resolution, Cornell ILR School, 2008-present
- Member, Trustee Nominating Committee, Cornell University, 2008-present
- Program Chair, American Employment Law Council, 2010-2012
- Member, American Employment Law Council, 1995-present

Recognition

- Named, The Best Lawyers in America®, 2007-2024
- Named, Leading Lawyer 500, *InterContinental Finance Magazine*, 2013
- Named, Who's Who in American Law, 2014
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2012-2016
- Recipient, Judge William B. Groat Alumni Award, *Cornell ILR School*, 2011
- Named, Nations' Most Powerful Employment Attorneys - Top 100, *Human Resource Executive / Lawdragon Inc.*, 2010-2015
- Ranked, Labor & Employment, *Chambers USA*, 2003-2023

- Named, Management Labour and Employment, *Who's Who Legal*, 2007-2013
- Named, World's Leading Lawyers, *Labor and Employment - Expert Guides: The Legal Media Group Guides*, 2009-present
- Fellow, *College of Labor and Employment Lawyers*
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., Northwestern University School of Law, 1976

B.S., Cornell University, 1973

Bar Admissions

Illinois

California

Courts

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of Illinois

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Eastern District of Wisconsin

Publications & Press

Littleton Recognized in 2023 Chambers USA Guide

Littleton Press Release

June 6, 2023

Annual Report on EEOC Developments – Fiscal Year 2022

Littleton Report

April 25, 2023

Illinois Equal Pay Certification: A Practical Guide for Employer Compliance

Littleton Insight

February 16, 2023

AI Algorithms, Strict Place-of-Work Rules Potential Trouble Spots for Employment Claims

Claims Journal

November 14, 2022

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

How the talent squeeze is driving flexible work options

Human Resource Executive

May 13, 2022

The Littler Annual Employer Survey 2022

Littler Report

May 4, 2022

Littler Survey: Competitive Talent Market and Pandemic Uncertainty Complicate Return-to-Office Policies

Littler Press Release

May 4, 2022

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Illinois DOL Provides Guidance on Equal Pay Registration Certificate Application Process

Littler ASAP

April 20, 2022

Firms face tough call on vaccine exemptions

Business Insider

December 1, 2021

Employers face tough call on vaccine exemptions

Business Insurance

November 16, 2021

Biden's vaccine mandate gives Chicago-area employers cover when implementing vaccine requirements

Chicago Tribune

September 10, 2021

What Role Do Culture and Morale Play in Vaccine Mandates?

Human Resource Executive

September 1, 2021

More Job Listings Mandating COVID-19 Vaccinations

Workspan Daily

September 1, 2021

COVID-19 update: Active cases up 87% in two weeks

Nashville Post

August 24, 2021

Only 8% of US Manufacturers are Requiring COVID Vaccines

Manufacturing Global Magazine

August 24, 2021

Illinois Equal Pay Certificate Requirements Amended

Little Insight

August 24, 2021

More Employer Vaccine Mandates Are Coming After Pfizer's Full Approval

Corporate Counsel

August 24, 2021

More Employer Vaccine Mandates Are Coming After Pfizer's Full Approval

The Recorder

August 24, 2021

Little COVID-19 Vaccine Employer Survey Report: Delta Variant Update

Little Report

August 23, 2021

Little Survey: Employers Increasingly Consider Vaccine Mandates as COVID-19 Delta Variant Spreads

Little Press Release

August 23, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Little Lawyers

Little Press Release

August 19, 2021

Key Takeaways from the EEOC's Updated Guidance Regarding COVID-19 Vaccinations, Incentives

Little Insight

June 1, 2021

EEOC greenlights coronavirus vaccine requirements, incentives — with some limits

HR Dive

May 28, 2021

Little Ranked in Chambers USA Guide 2021

Little Press Release

May 27, 2021

Little Survey: Employees Want Remote and Hybrid Work More Than Employers Do

Little Press Release

May 12, 2021

The Little Annual Employer Survey 2021

Little Report

May 12, 2021

Illinois Will Require EEO-1 Transparency and Equal Pay Data

Little Insight

March 29, 2021

Employers Unlikely to Mandate COVID Vaccinations

Today's General Counsel

March 25, 2021

Survey: Retailers Unlikely to Require COVID-19 Vaccines for Employees

Chain Store Age (CSA)

March 3, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Little Report

March 1, 2021

Few Employers Embrace Covid Vaccine Mandates, Survey Shows

Daily Labor Report

February 9, 2021

Most employers will continue remote work despite COVID vaccine: Littler

Thomson Reuter Westlaw Today

February 9, 2021

Most Employers Unlikely To Mandate COVID-19 Vaccination, Littler Survey Finds; Employee Relations Concerns Abound

Littler Press Release

February 9, 2021

The Littler COVID-19 Vaccine Employer Survey Report

Littler Report

February 9, 2021

What school districts need to know about COVID-19 vaccine mandates

K-12 Dive

January 12, 2021

5 Questions to Ask Before Adopting a Vaccine Policy

Construction Dive

January 6, 2021

5 questions to ask before adopting a coronavirus vaccine policy

HR Dive

December 21, 2020

EEOC Issues Guidance on COVID-19 Vaccination Policies

Littler Insight

December 17, 2020

Employers can require COVID-19 vaccination, but there are exceptions. Here's what you and your boss need to know.

Chicago Tribune

December 14, 2020

To mandate or not to mandate: Employers preparing for COVID-19 vaccine

The Indiana Lawyer

November 25, 2020

UPDATE: Can your employer require you to take a COVID-19 vaccine?

Ameritrade

October 27, 2020

Mailbag: Can we require that employees receive a COVID-19 vaccine?

HR Dive

October 12, 2020

EEOC Proposes Conciliation Procedures Rule

Little Insight

October 9, 2020

Mandate COVID-19 vaccines for all employees? Like everything, it's complicated

Compliance Week

October 6, 2020

Can your employer require you to take a COVID-19 vaccine?

MarketWatch

October 6, 2020

COVID-19 vaccination: Mandatory request or PR nightmare?

Human Resources Director

September 21, 2020

The Race for a COVID-19 Vaccine – Planning for the Employer Response

Little Report

September 17, 2020

COVID-19 Vaccine Will Mean New Headaches for Employers

Law360

August 26, 2020

Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers

Little Press Release

August 20, 2020

Avoiding Discrimination Lawsuits While Addressing the Pandemic

HR Business Legal Resources

August 14, 2020

EEOC Compliance and the Covid-19 Pandemic

Today's General Counsel

July 21, 2020

EEOC Expands Mediation Program During Coronavirus Pandemic

SHRM Online

July 7, 2020

How to Accommodate At-Risk Workers

SHRM Online

May 13, 2020

4 Takeaways From EEOC's New At-Risk Worker Guidance

Law360

May 13, 2020

Bringing select workers back carries litigation risks: Experts

Business Insider

May 12, 2020

The Next Normal: A Littler Insight on Returning to Work – EEO Compliance

Littler Insight

May 11, 2020

Workplace testing guide may provide target for lawsuits

Business Insider

May 5, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 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

Insights into the Latest EEOC Developments

HR Daily Advisor

February 22, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

EEOC continues 'aggressive litigation' despite Trump administration policies

HR Dive

January 10, 2019

No Offense, (Good) Bias Training Is Uncomfortable

Ignites

December 17, 2018

EEOC Sexual Harassment Lawsuits Up 50 Percent

Bizwomen Business Journal

October 10, 2018

The #MeToo Effect: Sex Harassment Charges with the EEOC Rose for the First Time in Years

The Washington Post

October 5, 2018

Prepare for EEOC Onsite Visits

SHRM Online

September 26, 2018

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

Littler Press Release

August 15, 2018

The end of the resume? Hiring is the midst of a technological revolution with algorithms, chatbots

Chicago Tribune

July 19, 2018

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

Littler Press Release

June 5, 2018

Littler Survey: Employers Reeling from Regulatory Shifts, New Forces Impacting Workplace

General Counsel News

May 18, 2018

Survey Highlights Top Priorities for Interstate Fleet Business

Fleet Owner

May 17, 2018

Little Ranked in 2018 Chambers USA Guide

Little Press Release

May 15, 2018

Little Survey Finds Employers Reeling from Regulatory Shifts and New Forces Impacting the Workplace

Little Press Release

May 2, 2018

EEOC Focuses on Preventing Workplace Harassment

SHRM Online

March 30, 2018

EEOC Enforcement Shift Expected In Trump Admin's 2nd Year

Law360

March 2, 2018

Annual Report on EEOC Developments — Fiscal Year 2017

Little Report

February 27, 2018

When Lawyers Court: Dating in Law Firms

Bloomberg Big Law Business

February 14, 2018

Challenging Harassment in the Workplace: A Key Priority at the EEOC

Little Report

January 30, 2018

Changes Ahead for EEOC?

Human Resource Executive Online

November 21, 2017

The EEOC Under Trump

Today's General Counsel

October 1, 2017

Littler Attorneys Named in 2017 Who's Who Legal Guide

Littler Press Release

September 28, 2017

Credit Union Eliminates HR Department, Allegedly for Opposing 'Look Test'

SHRM Online

September 27, 2017

Ford Settles Racial, Sexual Harassment Claims for \$10M

SHRM Online

August 23, 2017

Ford Settles Sexual, Racial Harassment Claims at Chicago Plants for \$10 Million

Chicago Tribune

August 17, 2017

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

Littler Press Release

August 17, 2017

Can or Should Employers Fire Employees Who Participate in Hate Groups?

SHRM Online

August 15, 2017

Trump to Tap Disabled Vet as EEOC Member

Bloomberg BNA Daily Labor Report

August 1, 2017

SCOTUS May Decide Whether Sexual Orientation is a Protected Class

HR Drive

July 10, 2017

Trump Nominates Corporate Counsel as New EEOC Chair

Bloomberg BNA

June 29, 2017

Italian Chain Rosebud Settles Race Discrimination Lawsuit for \$1.9 Million

Eater Chicago

May 31, 2017

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

Littler Press Release

May 26, 2017

Littler Recognized as ACC Value Champion

Littler Press Release

May 19, 2017

Littler Survey Reveals Employers Caught in a Tangled Web of Federal, State and Local Laws

Littler Press Release

May 11, 2017

Federal Job Bias Online Tool Rolled Out in Five Cities

Bloomberg BNA Daily Labor Report

March 13, 2017

What Positions to Expect out of the EEOC in 2017

HR Dive

February 27, 2017

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

In Good Hands

Human Resource Executive Online

February 6, 2017

EEOC Will Keep Big-Case Focus but May Trim Sails

Bloomberg BNA

January 12, 2017

4 Changes EEOC May Face Under Trump

Law360

January 6, 2017

What We Can Expect From The EEOC In 2017

TLNT

December 22, 2016

A Review of the EEOC's Systemic Initiative: Tracking its Progress, Current Priorities, and Key Developments in FY 2016

Littler Report

December 15, 2016

The EEOC's Longtime General Counsel Decides That He's Ready for a Change

Corporate Counsel

December 1, 2016

Federal Court Weighs Key Decision on LGBT-workplace Bias

The Associated Press

November 30, 2016

Legal, Yes. But a Best Practice?

Human Resource Executive Online

November 29, 2016

EEOC Performance and Accountability Report Shows Increase in Charge Filings for FY 2016

Littler ASAP

November 18, 2016

EEOC Tops \$428M for Bias Victims, Cuts Charge Backlog

Bloomberg BNA Daily Labor Report

November 16, 2016

How One Case Could Decide the Future of Federal LGBT Employee Protections

HR Dive

November 15, 2016

EEOC's Expanding Priorities

Human Resource Executive Online

November 2, 2016

EEOC's New Strategic Enforcement Plan Takes Aim at Gig Economy, Other Emerging Workforce Issues

Littler ASAP

October 18, 2016

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

Littler Press Release

August 16, 2016

New Pay Reporting Rules Could Drown Employers in Costly Paperwork

Compliance Week

August 16, 2016

A White Actor is Cast in 'In the Heights,' Setting Off a Complicated Debate

The Chicago Tribune

August 14, 2016

Does Wearing a Gadsden Flag Insignia Make for a Hostile Workplace?

InsideCounsel

August 11, 2016

Can Older 'Subclasses' Sue Under ADEA?

Bloomberg BNA Daily Labor Report

August 10, 2016

Compliance's Increasing Role in Preventing LGBT Discrimination

Compliance Week

July 19, 2016

Employers Expect Increases in LGBT Discrimination Claims

BenefitsPro

July 13, 2016

Lawsuits for Wages, Discrimination Top Employers' Worries

Bloomberg BNA Daily Labor Report

July 13, 2016

LGBT Bias Claims and Overtime Pay Among Employers' Top Concerns – Survey

Reuters

July 13, 2016

Exec Survey Predicts Compliance Woes, Spike in Bias Claims

Law360

July 12, 2016

Littler Survey Shows Employers Grappling With Regulatory, Social Changes

Littler Press Release

July 12, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

EEOC to Hold Rare Public Hearing on Tech Diversity

USA Today

May 18, 2016

WPI Insider Briefing - A Look at What the EEOC Has Planned for FY 2016

Littler Podcast

March 7, 2016

EEOC Widens Bias Claimants' Access to Employer Statements

Bloomberg BNA

February 18, 2016

Aging, But Keeping Active

Corporate Counsel

February 1, 2016

Feds Cash in with 'Aggressive' Workplace Lawsuits

Washington Examiner

February 1, 2016

Employment Law Outlook for 2016

Human Resource Executive Online

January 21, 2016

Systematic Cases Dominate EEOC Enforcement

Compliance Week

January 12, 2016

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Survey of Women Finds Rampant Sexism in Tech. Can It Be Fixed?

Corporate Counsel

January 12, 2016

5 EEOC Enforcement Trends To Watch In 2016

Law360

January 5, 2016

EEOC Systematic Recoveries Increase in 2015; Trend Expected to Continue in 2016

XpertHR

December 30, 2015

Little Reports Top 10 EEOC Trends to Watch in 2016

HR Compliance Expert

December 28, 2015

Seventh Circuit Rules Against EEOC Regarding CVS Separation Agreements

XpertHR

December 18, 2015

Little Report Analyzes EEOC Developments and Trends to Watch in 2016

Little Press Release

November 30, 2015

Looking Backward and Forward: A Review of Key EEOC Developments, Successes and Failures in FY 2015 and What to Watch For in FY 2016

Little Insight

November 23, 2015

EEOC's Money Remedies, Charge Activity Rose in FY 2015

Bloomberg BNA Human Resources Report

November 19, 2015

The EEOC Issues Proposed Rule on GINA and Wellness Programs

Little Insight

November 17, 2015

The Government's Anti-Discrimination Watchdog is Getting More Aggressive - and Employers Are Fighting Back

The Washington Post

November 13, 2015

Little Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Little Press Release

August 18, 2015

Being connected could dial up legal problems for employers in the 24/7 workplace

ABA News

August 3, 2015

Labor & Employment Digest: July/August 2015

Inside Counsel

August 1, 2015

ACA Implementation No Longer a Top Employment Law Worry

Corporate Counsel

July 20, 2015

Where the human resource worries reside

Fleet Owner

July 17, 2015

Overtime Reform, ACA, LGBT Policies Among Concerns for Today's Employers

Little Press Release

July 14, 2015

Little Lawyers Named to "Most Powerful Employment Lawyers" List by Human Resource Executive Magazine® and Lawdragon

Little Press Release

June 17, 2015

Labor & Employment Digest: June 2015

InsideCounsel

May 28, 2015

Chambers USA Recognizes Little and Its Attorneys

Little Press Release

May 20, 2015

EEOC given latitude when dealing with employers on conciliation efforts

InsideCounsel

May 11, 2015

Litigation adds complexity to once-simple laws

Business Insurance

May 10, 2015

EEOC conciliation efforts ruling is only a partial victory for employers

Business Insurance

May 10, 2015

Kentucky Case Could Sink Local Right-To-Work Expansion

Law360.com

May 4, 2015

Supreme Court Confirms EEOC Conciliation Efforts are Subject to Judicial Review

Little Insight

April 30, 2015

EEOC Conciliation Subject to Court Scrutiny, But Scope of Review is Limited, Justices Rule

Bloomberg BNA Daily Labor Report

April 29, 2015

EEOC Pursuing Discrimination Cases Aggressively

Today's General Counsel

April 1, 2015

Supreme Court's UPS ruling widens scope of accommodating pregnant workers

Business Insurance

March 29, 2015

Supremes Revive Young v. UPS Case

Human Resource Executive

March 26, 2015

Supreme Court Revives Pregnancy Discrimination Act Claim

Society for Human Resource Management (SHRM)

March 25, 2015

High Court UPS Ruling Means Changes to EEOC Guidance

Law360.com

March 25, 2015

Supreme Court Backs Pregnant UPS Worker

Forbes

March 25, 2015

Attorneys React To High Court Pregnancy Bias Ruling

Law360.com

March 25, 2015

Employer May Violate Pregnancy Bias Law by Denying Light Duty, Split Court Rules

Bloomberg BNA

March 25, 2015

Religious Discrimination Presents an Altar Reality

Workforce

March 24, 2015

In 50th Year, EEOC Pushes Enforcement Limits

Society for Human Resource Management (SHRM)

March 4, 2015

Looking to Rebound

Corporate Counsel

March 1, 2015

Update on Criminal Background Checks: Impact of EEOC v. Freeman and Ongoing Challenges in a Continuously Changing Legal Environment

Little Insight

February 23, 2015

Q&A: Littler Mendelson's Barry Hartstein on EEOC's 2014 performance

Reuters

February 10, 2015

What The EEOC's Charge Stats Really Mean to GCs

Law360.com

February 6, 2015

Keeping Up With the EEOC in 2015

Texas Lawyer

February 2, 2015

Should pregnancy Create Special Preferences at Work?

Diversity & the Bar

February 1, 2015

EEOC Welcomes New Staff to Build on Agency's National Enforcement Strategy

Bloomberg BNA Daily Labor Report

January 30, 2015

EEOC Will Take 'Harder Line' in 2015 Despite Recent Setbacks, Says Report

HR Compliance Expert

January 22, 2015

Littler report cites drop in EEOC charges filed, notes agency 'fell short' on systemic enforcement

Wolters Kluwer

January 20, 2015

Littler's Barry Hartstein breaks down the EEOC's 2014, discusses the year to come

Inside Counsel

January 14, 2015

Keeping Up With the EEOC in 2015

Corporate Counsel

January 14, 2015

EEOC Reasonable Cause Determinations Increase in 2014, Littler Reports Finds

XpertHR

January 8, 2015

The EEOC issues you'll want to keep an eye on in 2015

HR Morning

January 7, 2015

EEOC Saw Dip In Systemic Bias Efforts, Report Says

Law360.com

January 6, 2015

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

Littler Issues Annual Report on EEOC Developments

Littler Press Release

January 5, 2015

EEOC to focus on hiring barriers, pregnancy bias, ADA and wellness in 2015: Report

Business Insurance

January 5, 2015

Pregnant Driver's UPS Suit Hits Supreme Court

AOL Jobs

December 3, 2014

2015 Supreme Court preview

InsideCounsel

November 21, 2014

Caregiver Discrimination: It's Not Just About Women and Children Anymore

Diversity & the Bar

October 1, 2014

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

Littler Press Release

August 18, 2014

Do More Jobs and Stagnant Pay Spell Lawsuits?

Society for Human Resource Management (SHRM)

July 28, 2014

Littler survey indicates despondent employees increasingly willing to sue

InsideCounsel

July 24, 2014

Employers Blame Economy for Workers' Lawsuits

Human Resource Executive Online

July 22, 2014

Employers Could Face Increased Litigation From Whistle-Blowers, Disgruntled Workers

Bloomberg BNA Human Resource Report

July 21, 2014

Employers Facing Regulatory and Economic Challenges

Corporate Counsel

July 9, 2014

Little Survey Reveals Impact on Employers of a Divided Government, Myriad Forces Reinventing the Workplace

Little Press Release

July 8, 2014

Mach Mining-EEOC High Court Case Could Be 'Game Changer'

Law360.com

July 1, 2014

Little Attorneys Recognized Among the Nation's Most Powerful Employment Attorneys by Human Resource Executive Magazine® and Lawdragon

Little Press Release

June 17, 2014

Little and Its Attorneys Ranked In 2014 Chambers USA Guide

Little Press Release

May 23, 2014

Little Named Law Firm of the Year for Labor and Employment by Who's Who Legal

Little Press Release

April 2, 2014

EEOC Releases Charge Statistics for FY 2013

Little ASAP

February 5, 2014

5 Tips For Employers Facing An EEOC Investigation

Law360.com

January 30, 2014

Employers Had Significant Wins Against EEOC in 2013

Society for Human Resource Management (SHRM)

January 27, 2014

Employers beware: EEOC likely to continue ADA, ACA fight

Employee Benefit News

January 27, 2014

EEOC Lawsuit Filings Dipped Over Past 2 Years, Report Says

Law360.com

January 22, 2014

Littler Issues Annual Report on EEOC Activity

Littler Press Release

January 22, 2014

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

Seventh Circuit Holds Failure to Conciliate is Not a Defense Available to Employers in Litigation with the EEOC

Littler Insight

December 30, 2013

EEOC targets national origin discrimination, observers expect guidance update

Business Insurance

November 20, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

EEOC's Ongoing Interest In Criminal Background Checks

Law360.com

July 12, 2013

Littler Distinguished Among the Nation's Most Powerful Employment Attorneys

Littler Press Release

June 25, 2013

Supreme Court Raises the Bar in Bias Cases

Wall Street Journal

June 24, 2013

Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal

Littler Press Release

June 24, 2013

Two New EEOC Criminal Record Lawsuits Underscore Important Strategic and Practical Considerations for Employers Conducting Background Checks

Littler Insight

June 12, 2013

Q&A With Littler Mendelson's Barry Hartstein

Law360

May 29, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Littler Press Release

May 24, 2013

Workplace Policy Institute: The Labor, Employment and Benefits Law Implications of the Affordable Care Act - Are You Prepared?

Littler Report

May 9, 2013

Lawyers, EEOC Official Discuss Guidance On Potential Bias in Criminal History Checks

Privacy Security Law Report

April 15, 2013

Lawyers Discuss Guidance on Potential Bias in Hiring

Prevention of Corporate Liability: Current Reports

April 15, 2013

EEOC: EEOC goes CSI

Employee Benefit News

April 1, 2013

EEOC Recoveries on the Rise

Human Resources Executive

March 20, 2013

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute

Littler Report

February 21, 2013

EEOC to Focus on Opinion-Driven Performance Reviews

Bloomberg BNA Benefits & Compensation Management Update

January 23, 2013

EEOC to keep pressure on systemic discrimination in 2013 – report

Thomson Reuters News & Insight

January 11, 2013

New Report Provides Insight on Increased Stakes For Employers In Combating Discrimination in the Workplace

Little Press Release

January 9, 2013

Annual Report on EEOC Developments – Fiscal Year 2012

Little Report

January 8, 2013

EEOC warns employers of discrimination related to domestic violence

InsideCounsel

January 1, 2013

EEOC Will Focus in 2013 on Hiring, Pay, Harassment

Society for Human Resource Management (SHRM)

December 21, 2012

EEOC Approves Strategic Enforcement Plan

Little ASAP

December 20, 2012

New Federal Guidance Complicates Criminal Background Checks

Compliance Week

October 30, 2012

Employers Should Brace For EEOC Hiring Bias Crackdown

Law360.com

September 14, 2012

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

Little Press Release

September 7, 2012

EEOC Seeks Feedback on Draft Strategic Enforcement Plan

Little ASAP

September 6, 2012

EEOC Seeks Input on Developing Strategic Enforcement Plan

Little Insight

July 19, 2012

EEOC Holds Public Meeting to Gain Input on Proposed Strategic Enforcement Plan

Littler ASAP

July 19, 2012

Littler Named World's Leading Law Firm for Management Labor and Employment Work

Littler Press Release

June 12, 2012

Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys

Littler Press Release

May 25, 2012

Criminal Background Checks: Evolution of the EEOC's Updated Guidance and Implications for the Employer Community

Littler Report

May 17, 2012

New Handle on Crime

The Wall Street Journal

May 2, 2012

Littler attorney demystifies new EEOC criminal history guidance

Employment Law Daily

April 30, 2012

EEOC Issues Updated Criminal Record Guidance that Highlights Important Strategic and Practical Considerations for Employers

Littler Insight

April 30, 2012

EEOC Guidance Emphasizes Possible Bias in Blanket Bans of Job Applicants with Criminal Pasts

ABA Journal

April 26, 2012

Arrest, minor criminal records derail job search

CareerDiva.net

April 25, 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute

Littler Report

February 15, 2012

Criminal Background

HR Magazine

February 1, 2012

New Report Provides Insight on EEOC Plan to Focus on Systemic Discrimination

Little Press Release

January 26, 2012

Annual Report on EEOC Developments – Fiscal Year 2011

Little Report

January 20, 2012

EEOC Receives a Record Number of Private Sector Discrimination Charges and Secures Highest Amount in Damages in FY 2011

Little ASAP

November 18, 2011

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

Little Press Release

September 12, 2011

Guarding Against Abuse Of Criminal Records By Employers

Law360.com

August 24, 2011

EEOC Weighs Need for Hiring Guidelines Revisions

Society of Human Resource Management Online

August 2, 2011

An Employer's Guide to EEOC Systemic Investigations and Subpoena Enforcement Actions

Little Report

August 1, 2011

The EEOC's Priorities Still Include Regulating the Use of Criminal Records by Employers

Little Insight

July 27, 2011

Criminal Checks for U.S. Job Seekers Defended by Business Group

Bloomberg

July 26, 2011

Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List

Littler Press Release

July 11, 2011

Chambers USA Honors Littler And Its Attorneys

Littler Press Release

June 27, 2011

Littler Attorneys Recognized as Nation's Most Powerful Corporate Employment Lawyers

Littler Press Release

June 17, 2011

The Coming Regulatory Avalanche: Engineering Practical Employment and Labor Law Compliance Solutions

Littler Report

April 6, 2011

Recent EEOC Developments Involving Disqualification of Applicants Based on Criminal History

Littler Report

March 28, 2011

Year-End Roundup of EEOC Developments - Part II

Littler ASAP

December 27, 2010

Year-End Roundup of EEOC Developments - Part I

Littler ASAP

December 21, 2010

Barry Hartstein Honored with Cornell University's 'Groat Award'

Littler Press Release

November 22, 2010

EEOC to Hold Meeting on the Use of Credit History as Employment Screening Device

Littler ASAP

October 13, 2010

Prominent Labor and Employment Attorney Barry A. Hartstein Joins Littler Mendelson's Chicago Office

Littler Press Release

August 16, 2010

Recent EEOC Developments Involving Disqualification of Applicants Based on Criminal History

Littler Mendelson Class Action Summit

2010

Telecommuting: The New Workplace of the '90's

Employee Relations Law Journal

Spring 1996

Weeks v. Baker & McKenzie: A Potential 'Blueprint' for Sexual Harassment Litigation

Employee Relations Journal

Spring 1995

The Broadening Scope of Harassment in the Workplace

Employee Relations Law Journal

Spring 1994

An Employer's Guide to the Civil Rights Act of 1991

Corporate Counsel's Quarterly

July 1992

Rules of the Road in Dealing with Personnel Records

Employee Relations Law Journal

Spring 1992

Managing Workplace Disputes From Prevention to Cure

1991

Bargaining During a Recession – Employers Beware

Employee Relations Law Journal

1991

OFCCP's New Compliance Manual – Preparing For An Affirmative Action Audit

The Practical Labor Lawyer, Employee Relations Law Journal

Spring 1990

A Procedural Guide to Contesting Employment Related Violations of IRCA (Immigration Reform and Control Act)

The Practical Labor Lawyer, Employee Relations Law Journal

1989

An Employer's Response to Frivolous Lawsuits: Avenues for Recovering Attorney's Fees

The Practical Labor Lawyer, Employee Relations Law Journal

Spring 1988

Drug Testing in the Workplace: A Primer for Employers

Employee Relations Law Journal

Spring 1988

Speaking Engagements

The State of Vaccinations and Testing – A Continued Conundrum

Littler Executive Employer Conference

May 5, 2022

A Practical Primer on Inclusion, Equity & Diversity Programs

Littler Executive Employer Conference

May 4, 2022

Littler's Annual Report on the EEOC: Looking Back at FY 2021 Developments and Looking Forward at the Commission's Plans for FY 2022

April 27, 2022

Littler's Annual Report on the EEOC: A Practical Primer on Organizational, Procedural and Case Developments

April 14, 2021

The COVID-19 Vaccine – Legal and Practical Implications

January 20, 2021

The COVID-19 Vaccine – Legal and Practical Implications

January 13, 2021

Littler's Annual Report on the EEOC: A Practical Primer On Organizational, Procedural, and Case Developments

March 10, 2020

Pay Equity: EEO-1s, the EEOC and the States - Where Do We Go From Here?

November 22, 2019

Littler's Annual Report on the EEOC: Where We've Been and What's on the Horizon

February 22, 2019

Littler's Annual Report on the EEOC: Where We've Been and What's on the Horizon

February 19, 2019

Looking Back and Forward – Reflections on the EEOC: A Conversation with EEOC Acting Chair Victoria A. Lipnic
Littler Executive Employer, Phoenix, AZ
May 3, 2018

EEOC Update
National HR in Hospitality Conference & Expo, Las Vegas, NV
March 5, 2018

Littler’s Annual Report on the EEOC: Where We’ve Been and What’s on the Horizon
February 28, 2018

Harassment Prevention: The “Legal Rules of the Road” Involving Harassment and Related Litigation by the EEOC
February 7, 2018

EEOC Priorities and What They Mean for Employers
May 11, 2017

Equal Pay: What Do the Changes to the EEO-1 Report and State Pay Equity Legislation Mean for Employers?
November 17, 2016

The Next Wave: Pay Equity Laws
Tysons Corner, VA
November 16, 2016

Equal Pay: What do the Changes to the EEO-1 Report and State Pay Equity Legislation Mean for Employers?
October 27, 2016

Top Ten Issues for Employers to Watch for at EEOC in 2016
2016 EEOC Chicago Seminar, Northbrook, IL
August 3, 2016

Dealing with the EEOC: New Way of Doing Business in Handling Charges of Discrimination
April 22, 2016

Dealing with the EEOC: New Way of Doing Business in Handling Charges of Discrimination
April 18, 2016

Recent EEOC Developments and What to Watch for in 2016
Chicago, IL
March 8, 2016

Littler's Annual Report on the EEOC

January 26, 2016

Criminal Records and Employment: Legal Update and Guidance on Compliance in a Continuously Changing Legal Environment

March 13, 2015

Littler report cites drop in EEOC charges filed, notes agency 'fell short' on systemic enforcement

Wolters Kluwer

January 20, 2015

Littler's Annual Report on the EEOC

January 9, 2015

The Changing Rules of the Road Dealing with Pregnancy Discrimination

August 13, 2014

EEOC Update: Retaliation and What's New

Las Vegas

April 28, 2014

Littler's Annual Report on the EEOC: Looking Back and Forward – Successes, Failures and Anticipated Trends

February 5, 2014

Best Hiring Practices for Screening Talent

Chicago, IL

October 2, 2013

Take-aways From Freeman's Victory Against the EEOC About Disparate Impact and Background Checks

September 10, 2013

Social Recruiting and Hiring: Sourcing the Best Talent, Doing Due Diligence and Avoiding Liability

Littler Mendelson, San Francisco, CA

April 10, 2013

The EEOC's New Strategic Enforcement Plan (SEP) Critical Challenges Faced by Employers

January 24, 2013

Background Checks for the 21st Century: How to Protect Your Organization Without Sinking in the Quagmire of New Laws

Bloomberg BNA Webinar

October 30, 2012

The EEOC's Updated Criminal History Guidance, Strategic Plan and More — What Does This Mean for Your Company?

May 31, 2012

The EEOC's Expanded Agenda and Systemic Initiative: What Employers Can Expect During the Coming Year

Littler Mendelson, Scottsdale, AZ

May 10, 2012

Background Checks 2012: Can Employers Still Investigate their Employees & Applicants?

Littler Mendelson, Scottsdale, AZ

May 10, 2012

Annual Conference - American Employment Law Council

October 19-22, 2011

2011 EEO Update: An Employers' Perspective

Technical Assistance Program for Employers - Equal Employment Opportunity Commission (EEOC)

August 10, 2011

Implicit Bias

National Conference on Equal Employment Opportunity Law - Equal Employment Opportunity Committee, Section of Labor and Employment Law - American Bar Association

April 9, 2011

Dealing with an Emboldened EEOC: An Employer Roadmap to Investigations, Enforcement and Compliance in Today's Environment

2011 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

April 7, 2011

ADA Compliance Based on the Final Regulations and A Renewed Focus By the EEOC

April 5, 2011

Preventing, Preparing For, and Responding to Threats and Acts of Violence in the Workplace

Association of Corporate Counsel, Chicago Chapter

October 5, 2010

Class Action Summit

Rancho Palos Verdes, CA

September 23, 2010

What Every Employer Needs to Know About EEO Law-2010 Update

Technical Assistance Program for Employers, Chicago Area
August 4, 2010

Pattern or Practice Litigation – EEOC's Best Weapon?

National Conference on Equal Employment Opportunity Laws
March 25, 2010

The Lilly Ledbetter Fair Pay Act: Its Background and Future. Evolution or Revolution

University of Memphis Law School Symposium
February 19, 2010

50 Ways from Sunday – Can A Corporation Really Have A Successful Nationwide Policy That Is Consistent With State and Local Laws

National Conference on Equal Employment Opportunity Law
April 3, 2009

Managing the New Workplace- Employment Discrimination in the New Workplace

Center for Advanced Human Resources Studies (CAHRS), Cornell University
November 13, 2008

A View from the Bench: Judicial Perspective on Effective Trial Techniques

2nd Annual CLE Conference, Section of Labor & Employment Law - American Bar Association
September 11, 2008

Harassment Trends and Litigation: An Employer's Perspective – 2008 Update

Technical Assistance Program for Employers - Equal Employment Opportunity Commission (EEOC)
May 6, 2008

Mistakes Judges Have Seen Even Good Employment Lawyers Make

National Conference on Equal Employment Opportunity Law
March 27, 2008

Cindy Wild v Hooligan's, Inc

1st Annual CLE Conference, Section of Labor & Employment Law - American Bar Association
November 7-10, 2007

Hot Employment Issues and EPLI Coverage

Client Presentation
March 13-14, 2007

Employment Discrimination Class Actions – Overview, Recent Trends and Substantive Developments

Chicago Bar Association

November 29, 2006

True Challenges in EEO Lawsuits – Dealing with Compensatory and Punitive Damages in EEO Litigation

National Conference on Equal Employment Opportunity Law

March 2006

From the Judge's Perspective: A Discussion of EEO Claims and Litigation

Minneapolis State Bar Association

November 16, 2005

The Enforcers: The View from Washington

Annual Meeting - American Bar Association

August 9, 2004

Preparing for the Workforce of the Future

Society of Human Resources Professional

June 9, 2004

Key Steps to Avoiding the Employment Class Action

Client Presentation

May 5, 2004

Trial of an ADEA Case: Joe Moore v. The University of Notre Dame

Mid-Winter Program, EEO Committee - Section of Labor & Employment Law

March 22, 2003

An Employer's Guide to Reductions-in-Force and Corporate Reorganizing

North Shore Labor Council Meeting

June 13, 2002

National Conference on Evaluating Harassment Cases in the 21st Century

Section of Labor & Employment Law - American Bar Association

November 10-11, 2000

Books & Book Chapters

- Employment and Labour Law Trends in the U.S. and Impact of a Global Economy, *The International Comparative Legal Guide to: Employment & Labour Law 2011*, Global Legal Group Ltd., co-authors: Garry G. Mathiason and Margaret Hart Edwards, 2011

- Labour & Employment, *Getting the Deal Through*, Law Business Research Ltd., London, UK, Editor and contributing author, 2006-2009
- Employer's Guide to Auditing Personnel and Employment Practices, *Business Laws, Inc.*, 1988-1995
- Managing Workplace Disputes From Prevention to Cure, *American Bar Association*, Editor and contributing author, 1991