

## Carole F. Wilder

Knowledge Management Counsel

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## Overview

After retiring from Littler in 2015, Carole F. Wilder has returned to Littler as part-time Knowledge Management Counsel writing for Littler publications. Prior to joining Littler, Carole had extensive experience as in-house labor and employment counsel for two of the country's largest employers, providing advice and counsel to senior management on all aspects of employment law, and managing employment litigation. As a litigator she represented clients and tried cases in state and federal courts, before the Equal Employment Opportunity Commission, state agencies, and in investigations by the federal Department of Labor and the Office of Federal Contract Compliance Programs. The cases she defended include:

- Race, gender, age, and disability discrimination and harassment lawsuits
- Breach of contract and wrongful discharge cases
- Individual and collective actions under the Fair Labor Standards Act

Additionally, Carole provided advice, counsel, and training on compliance with:

- The Fair Labor Standards Act
- Title VII and state discrimination laws
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- State wage and hour laws

Carole has represented clients in diverse industries, including:

- Manufacturing
- Telecommunications
- Financial services
- Healthcare

Carole began her legal career as a litigator at Connecticut's largest law firm. She previously worked as an editor at a major New York City publishing firm. In law school, she was the editor of the *Pace Law Review*.

*\*Not licensed to practice law in Pennsylvania*

## Recognition

- Recipient, Herman and Rae Arnou Constitutional Law Award

## Education

J.D., Pace University Law School, 1986, *cum laude*

B.A., University of California, Los Angeles, 1969

## Bar Admissions

Connecticut

New York

## Courts

U.S. District Court, District of Connecticut

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

## Publications & Press

### **Annual Report on EEOC Developments – Fiscal Year 2023**

*Littler Report*

May 6, 2024

### **Littler Releases Report On The American Workforce**

*Industry Today*

August 7, 2023

### **The American Workforce Transformation – Challenges and Opportunities**

*Littler WPI Report*

July 26, 2023

### **Hot Wage and Hour Issues for Home Healthcare Employers**

*Littler Report*

March 19, 2013

### **Wage and Hour Class Actions in the Healthcare Industry**

*Littler Report*

March 21, 2012

**Dukes v. Wal-Mart: Some Closed Doors and Open Issues**

*Littler Report*

February 13, 2012

**You Can't Opt Out of the Federal Rules: Why Rule 23 Certification Standards Should Apply to Opt-In Collective Actions Under the FLSA**

*Federal Courts Law Review*

October 2011

**Dodd-Frank and The SEC Final Rule: From Protected Employee to Bounty Hunter**

*Littler Report*

July 1, 2011

**The Administrative Exemption in the Financial Services Industry**

*Littler Report*

September 13, 2010

**Wage and Hour Class Actions in the Healthcare Industry: Diagnosis and Prevention**

*Littler Report*

June 2, 2010

**Walking a Fine Line: Managing the Conflicting Obligations of the ADA and Workers Compensation Laws**

*19 Employee Relations Law Journal 221*

1993

**Books & Book Chapters**

- *Employment Law Class Actions*, Littler Mendelson, Co-author, 2010