



## James A. Paretti Jr.

Shareholder

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## Focus Areas

Workplace Policy Institute

## Overview

James A. Paretti, Jr. is an experienced management-side employment and labor relations attorney with in-depth political and policy knowledge of labor, pension, healthcare and employment law, regulations and legislation. Jim is well versed in all aspects of legislative and political processes with demonstrated knowledge in the substance of federal labor and employment policy. He has over two decades of experience working with federal legislators and policymakers, including former Speaker of the U.S. House of Representatives, Chairmen of the U.S. House Committee on Education and the Workforce, and senior level administration officials.

Prior to joining Littler, Jim was chief of staff and senior counsel to the acting chair of the Equal Employment Opportunity Commission. He provided legal and political counsel with respect to all aspects of agency business, administered and managed the Office of the Chair where he was responsible for over 2,200 employees and a 375 million dollar annual budget, and served as primary liaison to regulated stakeholders and Capitol Hill.

His extensive experience includes developing policy and providing legal counsel on the Committee on Education and Labor in the U.S. House of Representatives as well as coordinating external communications and media relations for a senior member of Congress. Jim represented corporate and nonprofit clients in employment litigation in federal and state court, before administrative agencies and in private arbitration while with two Boston firms.

During law school, he held positions as editor as well as note and comment editor for the *New York University Law Review*.

*\*Not licensed to practice law in the District of Columbia.*

## Recognition

- Recipient, John J. Galgay Fellowship in Bankruptcy and Reorganization Law, *New York University School of Law*, 1995
- Dean's List, *Harvard College*, all semesters

## Education

J.D., New York University School of Law, 1997, *cum laude*

A.B., Harvard College, 1990

## Bar Admissions

New York

## Publications & Press

### **Second Set of DOL FAQs Provide More Clarity on Upcoming Federal Paid Sick and Family Leave Obligations**

*Littler ASAP*

March 27, 2020

### **Senate Passes CARES Act with Relief for Businesses and Additional Unemployment Benefits**

*Littler ASAP*

March 26, 2020

### **DOL Releases Q&A Guidance on Families First Coronavirus Response Act**

*Littler ASAP*

March 24, 2020

### **Senate Approves Paid Sick Leave, Family Medical Leave Expansion; Bill Expected to Become Law**

*Littler ASAP*

March 18, 2020

### **Congress Makes Significant Changes to Proposed FMLA and Sick Leave Requirements in COVID-19 Bill**

*Littler ASAP*

March 16, 2020

**House Passes COVID-19 Response Legislation Including Numerous Paid Leave, Unemployment Provisions**

*Littler ASAP*

March 14, 2020

**AB 5: The Aftermath of California’s Experiment to Eliminate Independent Contractors Offers a Cautionary Tale for Other States**

*Littler Insight*

March 10, 2020

**Annual Report on EEOC Developments – Fiscal Year 2019**

*Littler Report*

March 5, 2020

**NLRB Joint-Employer Rule Restores “Substantial Direct and Immediate Control” Test**

*Littler ASAP*

February 25, 2020

**EEOC Closes EEO-1 “Component 2” Pay Data Collection; Upcoming Filing Requirements Not Yet Clear**

*Littler ASAP*

February 11, 2020

**California Court Concludes that Anti-Arbitration Law is Likely Preempted**

*Littler ASAP*

February 10, 2020

**California Challenges The Gig-Economy Giants**

*Global Finance*

February 5, 2020

**WPI State of the States: New Year, New Legislative Trends**

*Littler WPI Report*

February 4, 2020

**Plaintiffs’ Bar Seeks to Expand Reach of California’s Dynamex Decision and ABC Test to Franchising, Joint Employment**

*Littler ASAP*

January 23, 2020

**California Supreme Court Grants Review of Dynamex Retroactivity – Again**

*Littler ASAP*

January 21, 2020

**AI and Automation: Challenges for Today's General Counsel**

*Littler Article*

January 14, 2020

**DOL Issues Final Rule on Joint-Employer Status under Fair Labor Standards Act**

*Littler ASAP*

January 13, 2020

**Coalition Hopes to Prepare Employers for Changing TIDE**

*World at Work*

January 10, 2020

**Initiative to Overturn California Independent Contractor Law for App-Based Drivers, Deliverers Advances**

*Littler ASAP*

January 6, 2020

**Littler's Jim Paretti Testifies Before Congress on Future of Work, Emma Coalition**

*Littler Press Release*

December 20, 2019

**National and State Trade Groups Sue to Strike Down California "Anti-Arbitration" Law**

*Littler ASAP*

December 9, 2019

**Employer Groups Want Harmony Among 'Joint Employer' Rules**

*Bloomberg Law*

November 27, 2019

**California Supreme Court Agrees to Hear Dynamex Retroactivity Question**

*Littler ASAP*

November 22, 2019

**OFCCP Will Not Request, Accept or Use EEO-1 Component 2 Data**

*Littler ASAP*

November 22, 2019

**EEOC, NLRB, DOL Plan to Issue Rules Governing Joint Employment**

*Littler ASAP*

November 20, 2019

**The ABC Test: California State and Localities Support Plaintiffs' Appeal, Signal Aggressive Enforcement**

*Littler ASAP*

November 18, 2019

**Is Foresight 2020? Employers Confront New Laws Taking Effect in the New Year**

*Littler Insight*

November 13, 2019

**Worker Misclassification Questions Dominate California Legal Landscape**

*Littler ASAP*

October 31, 2019

**Now what? Practical tips for navigating California post-A.B. 5**

*Thomson Reuters Westlaw*

October 17, 2019

**AB 5 Update: Joint Employment, Retroactivity, and Implementation Challenges**

*Littler ASAP*

October 11, 2019

**How will the Supreme Court vote on LGBTQ protections?**

*Human Resource Executive*

October 10, 2019

**Dynamex Retroactivity Question Sent to California State Court**

*Littler ASAP*

September 25, 2019

**California's New Classification Law: What It Means For Employers and What You Should Do Now**

*TLNT*

September 23, 2019

**California AB 5's Author and the Governor Attempt to Clarify Law's Scope**

*Littler Insight*

September 23, 2019

**Now What? Practical Tips for Navigating California Post-A.B. 5**

*Littler Insight*

September 18, 2019

**Obama-era rule to collect worker pay data is headed for the chopping block**

*Pittsburgh Post-Gazette*

September 14, 2019

**EEOC Announces It Will Not Collect Compensation Data Next Year**

*Littler ASAP*

September 11, 2019

**WPI State of the States – Hot Topics During the Summer Cool-Down**

*Littler WPI Report*

September 4, 2019

**WPI Labor Day Report 2019**

*Littler WPI Report*

September 3, 2019

**California Governor Expresses Support for Amended Misclassification Bill**

*Littler ASAP*

September 3, 2019

**What's New with the EEOC?**

*Littler Podcast*

August 21, 2019

**Civil Rights Rift at Trump Agencies Forces Employer Reckoning**

*Bloomberg Law*

August 20, 2019

**EEOC Provides Guidance on EEO-1 Filing for Non-Binary Employees**

*Littler ASAP*

August 15, 2019

**What's New and on the Horizon at the U.S. Department of Labor?**

*Littler Podcast*

August 12, 2019

**How the Emma Coalition Engages Discussion on Workforce Displacement**

*Robotics Business Review*

August 12, 2019

**AB 5: The Great California Employment Experiment—A Littler Workplace Policy Institute Report**

*Littler WPI Report*

August 8, 2019

**Joint Employer: Franchising and California at a Crossroads**

*Franchising.com*

August 7, 2019

**WPI State of the States: Legislative Action Heats up in July**

*Littler WPI Report*

August 2, 2019

**California AB 5 – How Significant Could One Bill Be?**

*Littler Podcast*

August 2, 2019

**New York State Creates Panel to Study Robots, Artificial Intelligence**

*Littler ASAP*

July 26, 2019

**House Passes \$15 Minimum Wage; Unlikely to Proceed in Senate**

*Littler ASAP*

July 19, 2019

**Franchising and California at a Crossroads: the Dynamics of Dynamex and the ABC Test**

*Littler Insight*

July 18, 2019

**EEOC Mulls Revoking General Counsel’s Litigation Authority**

*Bloomberg Big Law Business*

July 10, 2019

**Automation Continues to Reshape the Face of Work**

*Littler ASAP*

July 8, 2019

**Department of Labor Releases Proposed Rule for Industry-Recognized Apprenticeship Programs**

*Littler ASAP*

June 24, 2019

**Bipartisan Bill Would Create Artificial Intelligence Strategy for U.S. Workforce**

*Littler ASAP*

May 30, 2019

**Emma Coalition Announces Leadership to Expand Engagement on Intersection of Technology and Workforce**

*Littler Press Release*

May 28, 2019

**Agencies Update Regulatory Agenda for 2019 and Beyond**

*Littler ASAP*

May 24, 2019

**Automation & Artificial Intelligence: TIDE at the Tipping Point**

*Littler WPI Report*

May 9, 2019

**EEOC to Require Compensation Data by End of September**

*Human Resource Executive*

May 7, 2019

**An Update on EEO-1 Component-2 Pay Data Collection: A Workplace Policy Institute Briefing**

*Littler WPI Report*

May 6, 2019

**EEOC to Require Employers to File 2017, 2018 Compensation Data by September 30, 2019**

*Littler ASAP*

May 2, 2019

**Court Orders EEOC to Collect Compensation Data by September 30, 2019**

*Littler ASAP*

April 25, 2019

**Employers Must Submit EEO-1 Pay Data by Sept. 30**

*SHRM Online*

April 25, 2019

**Supreme Court to Decide Whether Title VII's Sex Discrimination Protections Cover Sexual Orientation, Gender Identity**

*Littler ASAP*

April 22, 2019



**Paid-Sick-Leave Laws Continue to Give Employers Headaches**

*SHRM Online*

April 15, 2019

**The Latest Developments in Federal Labor Policy**

*Littler Podcast*

April 15, 2019

**Are Federal LGBT Protections Coming to the Workplace?**

*SHRM Online*

April 12, 2019

**EEOC Files Plan to Require EEO-1 Compensation Data Reporting by September 30, 2019**

*Littler ASAP*

April 4, 2019

**WPI State of the States: April Legislative Showers Stem the Tide of New Bills**

*Littler WPI Report*

April 4, 2019

**Employee Pay Data Not Requested, for Now, EEOC Says**

*Bloomberg Law*

March 18, 2019

**Judge's Pay-Data Ruling, a Trump Rebuke, Puts New Squeeze on Employers**

*National Law Journal*

March 6, 2019

**EEO-1 Pay Parity Data May Be Back**

*Littler ASAP*

March 5, 2019

**WPI State of the States: From Sexual Harassment and Equal Pay to Vaccines and Big Data – February was a Mixed Bag of Legislative Activity**

*Littler WPI Report*

March 1, 2019

**EEOC Releases Q&A Guidance on Continuing Effects of Government Shutdown**

*Littler ASAP*

February 6, 2019

**WPI State of the States: What a Difference a Month Makes**

*Littler WPI Report*

February 4, 2019

**EEOC Announces Extension of EEO-1 Opening, Filing Deadlines**

*Littler ASAP*

February 1, 2019

**Annual Report on EEOC Developments – Fiscal Year 2018**

*Littler Report*

January 28, 2019

**D.C. Circuit Court of Appeals Partially Upholds Obama-Era Joint Employment Standard**

*Littler ASAP*

January 2, 2019

**WPI State of the States: The New Year Brings a Clean Legislative Slate**

*Littler WPI Report*

January 2, 2019

**What To Watch At The EEOC In 2019**

*Law360*

January 1, 2019

**Senate Democrats Preview Workplace Harassment Agenda**

*Littler ASAP*

December 20, 2018

**WPI State of the States – What Did the Voters Decide?**

*Littler WPI Report*

December 3, 2018

**Employers are Preparing Now to Tackle 2019's Newest Labor and Employment Laws**

*Littler Insight*

November 13, 2018

**Industry Experts React to Midterm Elections**

*Benefits Pro*

November 9, 2018

**What Will the Democratic Takeover of the House of Representatives Mean for Labor and Employment Law?**

*Littler ASAP*

November 7, 2018

**Larger Senate Majority No Guarantee For Trump Labor Picks**

*Law360*

November 6, 2018

**Employers Should Defend Civility as the Midterm Elections Near**

*SHRM Online*

October 30, 2018

**Joint Employment, Wage and Hour Changes are on the Regulatory Horizon**

*Littler ASAP*

October 17, 2018

**Political Speech in the Workplace: Is it Possible to Maintain Civility?**

*Littler ASAP*

October 11, 2018

**EEOC Anti-Harassment Litigation, Enforcement Efforts See Dramatic Increase**

*Littler ASAP*

October 4, 2018

**BLS Releases New Data on "Electronically Mediated" Workers**

*Littler ASAP*

October 3, 2018

**NY Pushes Back Sex Harassment Training Deadline to October 9, 2019**

*Littler ASAP*

October 2, 2018

**New Joint-Employer Rule Would Be a Reversal for NLRB**

*Human Resource Executive*

September 18, 2018

**Proposed Joint-Employer Rule Would Reverse NLRB's Controversial Browning-Ferris Case and Restore "Substantial Direct and Immediate Control" Standard**

*Littler ASAP*

September 13, 2018

**Future of Work Agenda Includes Controversial Workplace Proposals**

*Littler ASAP*

September 7, 2018

**Littler's WPI Labor Day Report 2018**

*Littler WPI Report*

August 30, 2018

**What's Ahead in Workforce Regulations**

*IndustryWeek*

August 31, 2018

**Former EEOC Senior Counsel James Paretti Joins Littler in Washington, D.C.**

*Littler Press Release*

August 20, 2018

**Speaking Engagements**

**Practical Issues for Employers in Navigating the New Federal Emergency Paid FMLA and Sick Leave Mandates**

March 24, 2020

**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

**It's NOT as Easy as A-B-C! Practical Tips for Doing Business in California Post AB 5**

October 1, 2019

**EEO-1 Component 2 Reporting: What You Need to Know and How to Get It Done**

July 19, 2019

**EEOC Update**

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019

**The Latest Developments in Federal Labor Policy: A Workplace Policy Institute Briefing**

April 9, 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

**WPI Post-Election Update**

Washington, DC

November 9, 2018