



## James Fielding

Associate

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## Focus Areas

ERISA and Benefit Plan Litigation  
Discrimination and Harassment  
Wage and Hour  
Appellate  
Occupational Safety and Health

## Overview

James Fielding advises and represents clients in a variety of labor and employment matters. His experience includes defending employers against complex class actions alleging breaches of ERISA fiduciary duties with respect to retirement plan management. He also defends businesses against ERISA denial of benefits claims.

Outside of ERISA cases, James helps employers comply with state and federal workplace safety requirements. He helps employers appeal citations alleging serious workplace safety violations. He has also helped employers draft and enforce noncompete agreements, recover funds misappropriated by former fiduciaries, defend against allegations of workplace discrimination, and formulate name, image, and likeness endorsement agreements with college athletes that comply with state law and NCAA requirements.

Additionally, James has experience representing employers in complex wage and hour collective actions. His wage and hour experience includes guiding employers through pay practice audits initiated by federal agencies.

Prior to joining Littler, James practiced at a national general practice firm. While in law school, James interned for Hon. William M. Ray, II at the Court of Appeals of Georgia and for an Administrative Law Judge at the U.S. Equal Employment Opportunity Commission (EEOC).

## Professional and Community Affiliations

- Member, Columbus State University, Pi Kappa Alpha
- Member, Columbus State University, Order of Omega
- Member, Emory University School of Law and Columbus State University, Phi Alpha Delta

## Recognition

- Order of the Coif
- Phi Kappa Phi, *Columbus State University*
- Phi Alpha Delta Society of Scholars
- Recipient, Award for Outstanding Performance in Employment Law Courses, Employment Law Section, *State Bar of Georgia*
- Recipient, Edward J. Henning Memorial Ward
- Three-Time Recipient, Ohio Valley Conference Academic Medal of Honor

## Education

J.D., Emory University School of Law, 2019

B.S., Columbus State University, 2016

## Bar Admissions

Georgia

## Courts

Georgia Court of Appeals

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Georgia

## Publications & Press

### **Update in ERISA Litigation Involving Breaches of Fiduciary Duty Claims**

*Little Insight*

January 25, 2023

### **Top 5 Changes in the SECURE 2.0 Act for Plan Sponsors and Participants**

*Little Insight*

December 29, 2022

**DOL Issues Final Rule for ERISA Fiduciaries Considering Socially Conscious Investments**

*Little ASAP*

December 12, 2022

**NCAA Rules to Be Aware of Before Reaching an NIL Deal**

*Little ASAP*

November 28, 2022

**Eleventh Circuit Concludes that Property Damage Investigators Do Not Fall Under FLSA's Administrative Exemption**

*Little ASAP*

July 5, 2022

**Supreme Court Sends Case Involving ERISA Breach of Fiduciary Duty Pleading Standard Back to Seventh Circuit for Revised Analysis**

*Little ASAP*

January 26, 2022

**Speaking Engagements**

**COVID-19 and the New Landscape of Employment Law**

Emory Law Employment & Labor Law Practice Society

April 23, 2020