



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 the management of both defined contribution and defined benefit plans. He has also represented businesses facing ERISA denial of benefits claims before federal courts at the district and circuit level.

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 assisted 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. He also helps employers navigate wage and hour regulations outside the courtroom by conducting internal audits to ensure compliance with wage and hour regulations, and by guiding clients through audits initiated by federal regulatory 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

Sponsoring a Group Health Plan for Employees? What Employers Need to Know About the Consolidated Appropriations Act

Littler Insight

February 16, 2024

Highlights of the Federal Proposals to Regulate NIL Deals

Littler Insight

February 6, 2024

Michigan Court Dismisses ERISA Class Action

Littler Insight

October 6, 2023

Maryland Enacts a Name, Image, and Likeness Law

Littler ASAP

July 26, 2023

Montana Enacts a Name, Image, and Likeness Law for Student-Athletes

Littler ASAP

June 13, 2023

Federal Court Dismisses Case Alleging Breach of ERISA Fiduciary Duties in 401(k) Class Action

Littler ASAP

May 2, 2023

Changes to Florida's Name, Image, and Likeness Rules

Littler ASAP

April 12, 2023

Update in ERISA Litigation Involving Breaches of Fiduciary Duty Claims

Littler Insight

January 25, 2023

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

Littler Insight

December 29, 2022

DOL Issues Final Rule for ERISA Fiduciaries Considering Socially Conscious Investments

Littler ASAP

December 12, 2022

NCAA Rules to Be Aware of Before Reaching an NIL Deal

Littler 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

Don't Be the 401(k) Fiduciary With a Multimillion Dollar Settlement—Lessons from ERISA Class Actions

Little Executive Employer Conference, Phoenix, AZ

May 12, 2023

COVID-19 and the New Landscape of Employment Law

Emory Law Employment & Labor Law Practice Society

April 23, 2020