

## Kelly C. Spina

Of Counsel

290 Broadhollow Road  
Suite 305  
Melville, NY 11747  
main: (631) 247-4700  
direct: (631) 247-4744  
fax: (631) 293-4526  
kspina@littler.com



---

## Focus Areas

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Policies, Procedures and Handbooks  
Wage and Hour

## Overview

Kelly C. Spina represents and advises management in all aspects of labor and employment law. She has appeared before state and federal courts and administrative agencies to defend claims involving:

- Discrimination and harassment
- Retaliation
- Wrongful discharge
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- New York state and city human rights laws

In addition to compliance with federal, state and local laws, Kelly counsels her clients on a broad range of employment issues, including employment policies, handbooks, and contracts; termination decisions; and employee discipline.

Prior to joining Littler Mendelson, Kelly spent five years as an associate of a Long Island law firm where she advised private employers, municipalities, and educational institutions on labor and employment issues. While in law school, she was the coordinator of the Courtroom Advocates Project.

## Recognition

- St. Thomas More Scholar, *St. John's University School of Law*
- Dean's List, *St. John's University School of Law*
- Recipient, Academic Excellence Award, *State University of New York at Old Westbury*

## Education

J.D., St. John's University School of Law, 2007

B.A., State University of New York at Old Westbury, 2003

## Bar Admissions

New York

## Courts

U.S. Court of Appeals, 2nd Circuit

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

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

## Publications & Press

### **Second Circuit Upholds New York's Vaccination Mandates for Healthcare Workers Without Religious Exemptions**

*Littler Insight*

November 11, 2021

### **New York Expands Vaccination Mandate for Health Care**

*SHRM Online*

September 3, 2021

### **New York Expands Vaccination Mandate for Healthcare Workers**

*Littler Insight*

August 30, 2021

### **Suffolk County Set to Become the Fourth New York Jurisdiction to Ban Salary History Inquiries**

*Littler ASAP*

December 10, 2018

## Speaking Engagements

### **New York State HERO Act Compliance**

Long Island Association webinar

September 30, 2021

### **Punitive Damages, Attorney Fees, and Other Scary Things**

Melville, NY

October 30, 2019

### **Preventing Sexual Harassment in the Workplace and What to Do When Claims are Made**

Melville, NY

May 22, 2018

### **Day One Dialogues: The Power of #MeToo**

St. John's Law School

January 16, 2018