

Lisa M. Griffith

Shareholder

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Focus Areas

Discrimination and Harassment

Wage and Hour

Policies, Procedures and Handbooks

Home Health and Home Care

Overview

Lisa M. Griffith represents and counsels clients in all areas of employment law matters involving:

- Discrimination
- Retaliation
- Harassment
- Whistleblower claims
- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- New York State and City Human Rights Law
- New York labor laws
- Employment policies, handbooks and contracts

Her practice focuses mainly on employment litigation in federal and state courts and administrative proceedings before the Equal Employment Opportunity Commission, the New York State Division of Human Rights, and other state and local human rights agencies. She works with both large and small companies, including those in the retail, homecare, robotics,

and restaurant industries. Lisa handles collective and class actions including those brought under the federal and state wage and hour laws. Lisa represents companies in arbitrations and mediations as well.

Prior to joining Littler Mendelson, Lisa was an assistant corporation counsel in the Labor and Employment Law Division of the New York City Law Department, Office of the Corporation Counsel. While there, she managed a large caseload of employment discrimination, harassment and retaliation claims, as well as an FMLA class action and an FLSA collective action. Her successes included complete defense verdicts in two employment discrimination trials in federal court and she won a bench trial in New York State Supreme Court in a statutory rights proceeding brought by five public sector employees.

Additionally, Lisa served as an intern to Magistrate Judge E. Thomas Boyle, Eastern District of New York. In law school, she was the managing editor of articles for the *Hofstra Labor and Employment Law Journal*.

Professional and Community Affiliations

- Member, SHRM-Long Island
- Co-Chair, Diversity and Inclusion Council, SHRM-Long Island
- Member, Nassau County Bar Association
- Member, Labor and Employment Relations Association, Long Island Chapter
- Member, Long Island Center for Business and Professional Women
- Member, Huntington Lawyers Club

Recognition

- Named, Rookie of the Year, Office of the Corporation Counsel, *New York City Law Department*
- Recipient, Jonathon A. Falk Memorial Scholarship in Labor and Employment Law

Education

J.D., Maurice A. Deane School of Law at Hofstra University, 2004, *cum laude*

B.A., State University of New York at Stony Brook, 1996

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit

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

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

Publications & Press

New York Now Requires Paid Lactation Breaks

Littler ASAP

June 18, 2024

Drop the Mask: NY No Longer Requires Proof of Vaccination or Masks for Most Businesses, but Employers' Obligations May Not End There

Littler ASAP

February 11, 2022

Vax Up, Speak Up, or Stay Home: New York City Issues New Guidance on Vaccination Mandates for Private Workplaces and the Key to NYC Pass

Littler Insight

December 16, 2021

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

Littler Insight

November 11, 2021

New York Updates Its Model HERO Act Plan Regarding Face Covering Requirements

Littler ASAP

September 24, 2021

New York HERO Act Obligations Triggered By COVID-19 Designation

SHRM Online

September 14, 2021

New York Designates COVID-19 as a Highly Contagious Communicable Disease, Triggering NY HERO Act Obligations

Littler ASAP

September 8, 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

No Soup for You & Take Your Coffee to Go – Accommodations and the Key to NYC Pass

Littler Insight

August 19, 2021

New York State Requires Healthcare Workers to be Vaccinated Against COVID-19

Littler ASAP

August 18, 2021

The Key to NYC Pass: Vax Up or Miss Out

Littler Insight

August 17, 2021

The Key to NYC: Only Vaccinated Employees and Patrons Are Given a Free Pass

Littler ASAP

August 4, 2021

NY DOL Publishes its Airborne Infectious Disease Exposure Prevention Plan in Accordance With the NY HERO Act

Littler Insight

July 14, 2021

New York Adopts CDC Guidance For Fully Vaccinated Individuals, But Questions Remain

Littler Insight

May 20, 2021

New York HERO Act Requires Workplace Safety Measures

Littler Insight

June 17, 2021

Can employees be required to get vaccinated? Panelists weigh in

Newsday

January 25, 2021

Fess Up or Pay Up: Travelers to New York From Restricted States Must Submit Report or Face Fines

Littler ASAP

July 15, 2020

Proposed NYC Essential Workers Bill of Rights Provides Just Cause Termination and Premium Pay for Essential Workers, Sick Leave for Independent Contractors

Littler ASAP

April 23, 2020

Second Circuit Sends Home Care Worker's Putative Class Claims to Union Arbitration on an Individual Basis

Littler ASAP

July 3, 2019

Second Circuit Adopts Heightened "But-For" Standard But Rejects "Sole-Factor" Test for Disability Discrimination Claims

Littler ASAP

April 25, 2019

NY Court of Appeals Decision Saves the NY Home Care Industry – What's Next for Home Care Providers?

Littler Insight

March 27, 2019

A Paramount Reversal Just Saved the New York Home Care Industry

Littler ASAP

March 26, 2019

Certainty is (Even Closer) on the Horizon for the New York Home Care Industry

Littler ASAP

February 13, 2019

New York Court Nullifies Recent Emergency Amendment Codifying Longstanding "13-Hour Rule" for Home Care Industry

Littler ASAP

September 28, 2018

Certainty is on the Horizon for the New York Home Care Industry

Littler Insight

March 8, 2018

Another Federal Court Holds Home Health Aides in NY are NOT Necessarily Entitled to Pay for Every Hour of a 24-Hour Shift, but that the DOL's Home Care Rule Took Effect on January 1, 2015

Littler Insight

December 21, 2017

NYDOL Issues Explanatory Statement on Recent Wage Order Amendment Codifying its Longstanding Interpretation of the "13-Hour Rule"

Littler ASAP

October 25, 2017

NY DOL to Soon Issue Explanatory Statement on Recent Wage Order Amendment

Littler ASAP

October 11, 2017

NY DOL Issues Amendment to the Regulation Governing the Payment of Wages to Home Care Aides Who Work a Shift of 24 Hours or More

Littler ASAP

October 9, 2017

Another New York State Appellate Court Finds 24-Hour Non-Residential Home Care Attendants Must be Paid for Sleep and Meal Periods

Littler ASAP

September 15, 2017

New York State Appellate Court Finds 24-Hour Non-Residential Home Care Attendants Must be Paid for Sleep and Meal Periods

Littler ASAP

April 14, 2017

New York State Supreme Court Finds 24-Hour Home Care Attendants Must be Paid for Sleep and Meal Periods

Littler Insight

March 25, 2015

Littler Elevates 16 Attorneys to Shareholder

Littler Press Release

January 2, 2014

Who's Got Your Number? N.Y. Employers Must Now Secure SSNs and Take Steps to Prevent Identity Theft

Littler Insight

February 26, 2009

Speaking Engagements

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

The NY HERO Act: What Employers Need to Know to Be Compliant

Melville, NY

July 29, 2021

Back to Work in New York? Littler Discusses Whether and How to Reopen

June 12, 2020

Is Your Company Prepared? How to Comply with the New York State Sexual Harassment Prevention Requirements Which Take Effect October 9th

Melville, NY

October 24, 2018

Latest Legal Developments Impacting New York Home Care Providers

New York, NY

August 30, 2017

Latest Legal Developments Impacting New York Home Care Providers

New York, NY

August 29, 2017

Navigating the Complexities of FMLA, ADA and Other Overlapping Leaves of Absence Laws

Melville, NY

February 25, 2016

Hot Topics: Current Employment and Labor Issues Affecting New York Employers

Melville, NY

October 23, 2013