



Meredith C. Shoop

Shareholder

Co-Chair, OFCCP Practice Group

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Focus Areas

Affirmative Action/OFCCP Compliance

Labor Management Relations

Government Contractors

Construction

Healthcare

Littler Affirmative Action 360

Overview

Meredith C. Shoop is co-chair of Littler's OFCCP Practice Group. Meredith's practice is devoted to representing and advising clients on the workplace implications of federal, state, and local labor and employment laws, with particular emphasis on traditional labor and the nondiscrimination and affirmative action requirements enforced by the Office of Federal Contract Compliance Programs (OFCCP).

Meredith has extensive experience counseling and representing employers on matters before the OFCCP, National Labor Relations Board (NLRB), Equal Employment Opportunity Commission (EEOC), and other federal, state, and local workplace regulatory and enforcement agencies as well as in federal and state litigation. Meredith is highly knowledgeable in matters arising under:

- Executive Order 11246
- The Vietnam Era Veteran's Readjustment Assistance Act
- Section 503 of the Rehabilitation Act
- The National Labor Relations Act
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act

- The Family and Medical Leave Act
- Ohio Revised Code Title 41

Meredith's diverse group of clients span numerous industries, including:

- Healthcare
- Pharmaceuticals
- Technology
- Telecommunications
- Construction
- Retail
- Manufacturing
- Finance

Previously, Meredith was a judicial extern to the Hon. Judge Peter C. Economus of the United States District Court, Northern District of Ohio.

Professional and Community Affiliations

- Chair, Legal Affairs Committee, Cleveland Society for Human Resource Management
- Treasurer, Cleveland Employment Law Inn of Court
- Treasurer, Ohio Industry Liaison Group
- Member, Northern Ohio Industry Liaison Group
- Member, Board of Trustees, Cleveland Metropolitan Bar Foundation
- Member, Board of Directors, Cleveland Association of Phi Beta Kappa
- Member, Volunteer Lawyers for the Arts, Cleveland Metropolitan Bar Association
- Member, Class of 2013, Cleveland Bridge Builders
- Contributing Editor, Developing Labor Law

Education

J.D., Case Western Reserve University, 2009, *cum laude*

B.A., Kent State University, 2006, *summa cum laude*

B.F.A., Kent State University, 2003, *summa cum laude*

Bar Admissions

Ohio

Courts

U.S. Supreme Court
U.S. Court of Appeals, D.C. Circuit
U.S. Court of Appeals, 6th Circuit
U.S. District Court, Northern District of Ohio
U.S. District Court, Southern District of Ohio
U.S. District Court, Western District of Michigan

Publications & Press

Littler Launches Affirmative Action 360 Tool

Littler Press Release

February 23, 2021

Finally! Ohio Restores its Employment Discrimination Statute

Littler Insight

January 19, 2021

OFCCP Announces FY 2020 Audit Schedule

Littler Insight

September 23, 2020

OFCCP Issues Final Rule on TRICARE Participation and Covered Health Care Providers

Littler Insight

July 6, 2020

Employers Have Until August 4 to Implement New OFCCP Disability Self-Identification Form

Littler ASAP

May 12, 2020

OFCCP Issues Directives Aimed at Maximizing Efficiency in Compliance Evaluations and Clarifying the Ombudsman Role

Littler ASAP

April 20, 2020

EEO-1 Portal Remains Closed as EEOC Awaits OMB Approval

Littler ASAP

April 1, 2020

Board Overturns Purple Communications, Restores Employer Right to Restrict Email Use

Littler ASAP

December 18, 2019

DOL Announces 2020 Minimum Wage Increases for Federal Contractors

Littler ASAP

September 20, 2019

WPI Labor Day Report 2019

Littler WPI Report

September 3, 2019

OFCCP Issues FAQ Guidance on Selection Tools, Practical Significance, and Independent Contractors

Littler ASAP

July 25, 2019

OFCCP Issues Opinion Letter on Whether Pre-Approved Pay Analysis Groupings Will be Accepted in Future Audits

Littler ASAP

July 24, 2019

Labor and Employment Issues Facing the Healthcare Industry

Littler Report

July 11, 2019

Protect Your Company Against a Measles Outbreak

Crain's Cleveland Business

May 31, 2019

Can Employers Require Measles Vaccines?

SHRM Online

April 17, 2019

OFCCP Identifies 3,500 Contractor Establishments to be Audited Beginning in May—Are You Ready?

Littler ASAP

March 27, 2019

EEOC Portal Opens for EEO-1 Filings With No Word on Employee Compensation

Littler ASAP

March 19, 2019

EEOC Announces Extension of EEO-1 Opening, Filing Deadlines

Littler ASAP

February 1, 2019

EEO-1 Portal Closed, Reporting Deadline Uncertain

Littler ASAP

January 23, 2019

When State, Local Gov't Is a Federal Contractor

Law360

January 22, 2019

E-Verify Procedures During the Government Shutdown

Littler ASAP

January 14, 2019

Podcast: Top Employee Handbook Tips for 2019

XpertHR

January 9, 2019

How will the Partial Government Shutdown Affect Employers, Especially Federal Contractors?

Littler ASAP

December 23, 2018

9 Ways to Recognize Risk in Your Employee Handbook for 2019

XpertHR

November 26, 2018

OFCCP Announces Ombud Service

Littler ASAP

September 25, 2018

EEO-1 Reporting Deadline Still March 31

Littler ASAP

September 12, 2018

Littler's WPI Labor Day Report 2018

Littler WPI Report

August 30, 2018

DOL Announces 2019 Minimum Wage Increases for Federal Contractors

Littler ASAP

August 31, 2018

OFCCP Reins in Compensation Analysis by Rescinding Directive 307 and Issuing New Guidance

Littler ASAP

August 28, 2018

OFCCP Orders Staff to Respect Contractors' Religious Freedoms

Littler ASAP

August 14, 2018

OFCCP Extends Moratorium on TRICARE Enforcement for Two More Years

Littler ASAP

May 21, 2018

OFCCP Clarifies Methodology for Contractor Audit Selection

Littler Insight

April 19, 2018

New OFCCP Directive on Predetermination Notices Makes it Easier for Contractors to Understand and Address OFCCP Audit Concerns

Littler ASAP

March 14, 2018

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 3, 2018

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

What Contractors Need to Know About New Sex Discrimination Rules

Government Executive

July 15, 2016

OFCCP Issues Final Regulations on Sex Discrimination for Government Contractors

Littler Insight

June 21, 2016

Labor & Employment Issues Facing the Healthcare Industry

Littler Report

April 12, 2016

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

OFCCP Announces New "Outreach and Education" Poster

Littler ASAP

August 4, 2015

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

Annual Report on EEOC Developments – Fiscal Year 2012

Littler Report

January 8, 2013

"'J'accuse!' is not enough in court": Court Dismisses EEOC's Systemic Allegations as Unsupported by Reliable and Persuasive Evidence

Littler Insight

August 24, 2011

Mitigate or Litigate: Flexible Working and Legal Exposure

Littler Report

February 1, 2011

The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade

Littler Report

September 30, 2010

Ohio Supreme Court Rules Neutral Leave Policy Not Direct Evidence of Sex Discrimination

Littler Insight

June 30, 2010

HMO Marketing Reps Challenge Exempt Status

Littler ASAP

May 3, 2010

Overtime Class Action by N.Y. Home Healthcare Workers

Littler ASAP

April 19, 2010

Speaking Engagements

New Year, New Laws: Is Your Handbook 2021-Ready?

January 7, 2021

The Year End Compliance Rush: Is Your Handbook 2021-Ready?

December 7, 2020

EEO-1 Reporting: Get Ready for Double Filing

November 13, 2020

Littler's First Annual Employee Handbook Update

October 14, 2020

Changes to Family Medical, Sick Leave Obligations and Workplace Safety in the Time of COVID-19

July 28, 2020

2019 Ohio Employer Conference

Cleveland, OH

October 10, 2019

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

July 19, 2019

Federal Contractor Roundtable

2019 Littler Executive Employer Conference, Phoenix, AZ

May 8, 2019

Federal Contractor Affirmative Action: Are You Up to Date?

Anchorage, AK

May 2, 2019

Conducting Internal Investigations in 2019: A New HR Landscape

Cleveland, OH

April 24, 2019

#MeToo Is the Law: Creating a Culture of Respect

Cleveland, OH
March 22, 2019

Preparing for an Increase in OFCCP Audit Activity: CSALs, Focused Reviews, VERPs, and More

March 20, 2019

The Response to #MeToo: The Good, the Bad, and the Ugly

Cleveland, OH
March 8, 2019

OFCCP Directives: How to Ensure Federal Contractor Compliance

February 19, 2019

Conducting Internal Investigations in 2019: A New HR Landscape

Cleveland, OH
February 12, 2019

Everything You Need to Know to File an Accurate and Timely EEO-1 Report

January 24, 2019

Identifying Risk in Your Handbook for 2019

November 7, 2018

2018 Ohio Regional Employer Conference

Cleveland, OH
October 18, 2018

EEO-1 Report Filing and Compliance

August 15, 2018

OFCCP Update: New Developments Impacting Federal Contractors

Cleveland, OH
June 28, 2018

OFCCP Update: New Developments Impacting Federal Contractors

Pittsburgh, PA
June 27, 2018

EEO-1 Report and Filing Compliance

April 9, 2018

2017 Ohio Regional Employer Conference

Cleveland, OH
October 2017

New EEO-1 Pay Reporting

August 2017

Pay Equity Litigation: A Primer

Cleveland, OH
May 2017

2016 Ohio Regional Employer Conference

Cleveland, OH
October 2016

Employment Law for Nonprofits: How to Reduce Risk and Improve Compliance

Cleveland, OH
August 2016

Recent NLRB Activity: Handbooks and Policies

Washington, D.C.
May 2016

2015 Ohio Regional Employer Conference

Cleveland, OH
October 2015

2014 Ohio Regional Employer Conference

Cleveland, OH
October 2014

2013 Ohio Regional Employer Conference

Cleveland, OH
October 24, 2013

Workplace Bullying: A Different Breed of Harassment

Cleveland, OH
May 2013

2012 Ohio Regional Employer Conference

Cleveland, OH

October 2012

FMLA Compliance: Updates and Ongoing Issues

Cleveland, OH

September 2010