

## Michael Paglialonga

Of Counsel

900 Third Avenue  
New York, NY 10022  
main: +1 (212) 583-9600  
direct: (212) 471-4480  
fax: +1 (212) 832-2719  
mpaglialonga@littler.com



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### Focus Areas

Wage and Hour  
Occupational Safety and Health  
Legislative and Regulatory

### Overview

Michael Paglialonga provides advice and counsel to employers involving labor and employment law. Mike is devoted to helping employers understand and navigate the world of employment law. His broad range of experience covers claims related to the Fair Labor Standards Act (FLSA), Occupational Safety and Health Act (OSHA), Title VII, the ADA, the ADEA, New York State Human Rights Law (DHR), COVID-19 related restrictions and reopening requirements, and New York labor law matters, including:

- Minimum Wage Act and Orders (Minimum wage and overtime)
- Payment of wages
- Safety and health compliance
- Health and Essential Rights Act (NY Hero Act) - including airborne infectious disease exposure prevention and workplace safety committees
- Salary history ban, Equal Pay Act
- Payroll cards/methods of payment
- Paid sick leave and COVID paid sick leave
- Recordkeeping, posting and notice requirements
- Day of rest, meal periods, and hours of work
- Wage deductions
- Frequency of pay
- Commissions sales agreements
- Compensation structures and agreements
- Tips/gratuities, tip credits/allowances

- Hospitality Industry Wage Order
- Wage requirements for nonprofits
- Overtime applicability and hours worked
- Spread of hours, split shifts call-in pay
- Farm Laborers Fair Labor Practices Act (Minimum wage and overtime)
- Child labor
- NYS prevailing wage
- Domestic Worker Bill of Rights
- Healthy Terminals Act
- Worker Adjustment and Retraining Notification (WARN) Act
- Construction and Commercial Goods Fair Play Acts
- Sexual harassment prevention requirements
- Cannabis and employment

Prior to joining Littler, Mike worked for 15 years at the New York State Department of Labor, including most recently serving as first deputy counsel and as the acting general counsel. He represented the commissioner of labor in hundreds of administrative hearings against employers in both wage and hour, and safety and health cases, resulting in the recovery of millions of dollars. While at the Department, he analyzed, advised on, and negotiated amendments to the New York Labor Law as part of the legislative process. Mike was also principally responsible for the Department of Labor's regulatory activities, and drafted countless regulations/regulatory packages that were adopted as law in Title 12 of the New York Code of Rules and Regulations (NYCRR).

## Education

J.D., Albany Law School, 2009, *cum laude*

M.B.A., College of Saint Rose, 2009

B.A., California State Polytechnic University, 2006

## Bar Admissions

New York

## Publications & Press

### **New York City's Safe Hotels Act Creates New Obligations**

*SHRM*

January 3, 2025

### **New York State Public Work Contractor Registration Requirement Takes Effect December 30, 2024**

*Littler ASAP*

December 19, 2024

**New York State Clean Slate Act Has Taken Effect**

*SHRM*

November 27, 2024

**New York City's Safe Hotels Act Creates New Obligations for Hotel Owners and Operators**

*Littler Insight*

November 22, 2024

**New York State Clean Slate Act Takes Effect this Saturday, November 16, 2024**

*Littler ASAP*

November 14, 2024

**Littler's Michael Paglialonga Testifies Before New York City Council on Safe Hotels Act Flaws**

*Littler Press Release*

October 9, 2024

**Minding Wage and Hour Laws in Your Drycleaning Business (Conclusion)**

*American Drycleaner*

September 12, 2024

**Minding Wage and Hour Laws in Your Drycleaning Business (Part 2)**

*American Drycleaner*

September 10, 2024

**Minding Wage and Hour Laws in Your Drycleaning Business (Part 1)**

*American Drycleaner*

September 5, 2024

**Defending Against Aggressive DOL Child Labor Enforcement**

*Law360*

July 23, 2024

**Federal Court Denies DOL a "Hot Goods" Injunction over Child Labor Allegations**

*Littler Insight*

July 16, 2024

**Clean Slate Laws Are Spreading**

*SHRM Online*

March 25, 2024

**New York Amends Workplace Violence Prevention Law to Extend Coverage to Public Schools**

*Littler ASAP*

February 5, 2024

**New York Frequency of Pay Update: Governor Proposes Legislation and Second Department Finds No Private Right of Action for New York Manual Worker Frequency of Pay Claims**

*Littler ASAP*

January 17, 2024

**Hike in NY Salary Threshold Lets DOL Take More Complaints**

*Law360 Employment Authority*

October 6, 2023

**New York's mandatory nurse overtime law amendments take effect**

*Rochester Business Journal*

August 4, 2023

**New York Mandatory Nurse Overtime Law Amendments Take Effect**

*Littler ASAP*

June 28, 2023

**New York Bans Consideration of Sealed Convictions in Employment Decisions**

*SHRM Online*

June 22, 2023

**Non-Compete Ban on the Horizon in New York?**

*Littler ASAP*

June 20, 2023

**New York Legislature Bans Consideration of Most Older Convictions in Employment Decisions**

*Littler ASAP*

June 20, 2023

**New York Legislature Seeks to Limit Employers' Right to Speak on Union Matters**

*Littler ASAP*

June 14, 2023

**New York Legislature to Increase Executive, Administrative, and Professional Compensation Threshold, Expanding Certain Wage Payment Protections**

*Littler ASAP*

June 13, 2023

**New York State Legislature Seeks to Expand Employee Rights to Freelancers Statewide**

*Littler ASAP*

June 13, 2023

**New York Seeks to Limit the Scope of Permissible Invention Assignment Agreements**

*Littler ASAP*

June 7, 2023

**Budget Expected to Raise New York's Minimum Wage**

*Littler ASAP*

May 3, 2023

**New York Delays and Limits Regulation of "Quotas" for Warehouse Workers**

*Littler ASAP*

March 7, 2023

**New York governor signs warehouse worker protection bill into law**

*FreightWaves*

December 21, 2022

**Littler Adds Two Former Government Officials to New York City Office**

*Littler Press Release*

September 19, 2022

**Littler's Workplace Policy Institute Releases 2022 Labor Day Report**

*Littler Press Release*

September 6, 2022

**WPI Labor Day Report 2022**

*Littler WPI Report*

September 5, 2022

**New York Department of Health Extends Deadline and Issues Additional Guidance for Health Care Worker Bonus Program**

*Littler Insight*

August 31, 2022

**New York Announces Health Care Worker Bonus Program**

*SHRM Online*

August 23, 2022

**New York State Announces Health Care and Mental Hygiene Worker Bonus Program Requiring Employers to Administer Bonuses**

*Little Insight*

August 17, 2022

**New York State Legislature Seeks to Regulate Work-Related “Quotas” for Warehouse Workers**

*Little ASAP*

June 14, 2022

**New York State Legislature Seeks to Expand Employee Rights to Freelancers Statewide**

*Little ASAP*

June 6, 2022

**Speaking Engagements**

**Affecting Legislative Change in the States: How Can Employers Engage and Make an Impact**

Little Executive Employer Conference, Phoenix, AZ

May 10, 2024

**Wage and Hour Compliance for Small Businesses**

National Federation of Independent Business (NFIB)

May 1, 2024

**New Labor Laws in Gotham City Spreading Like Wildfire**

National Restaurant Association’s Annual Summit

October 26, 2023

**Caring for Your Caregivers: A New York HCM Compliance Primer**

October 12, 2023

**New York Update: What’s Headed to Governor Hochul’s Desk**

June 29, 2023

**2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

**WPI: The New Era of Divided Government: What are the Implications for Employers?**

Little Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Timely Talk About Wage and Hour Law: New York's Requirements and Recent Legal Developments**

April 19, 2023

**Yet More Major New Changes in NY State and City Employment Law?!?**

March 15, 2023