



Michael Paglialonga

Of Counsel

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Focus Areas

Wage and Hour
Occupational Safety and Health
Legislative and Regulatory Practice

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 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

Little's Workplace Policy Institute Releases 2022 Labor Day Report

Little's Press Release

September 6, 2022

WPI Labor Day Report 2022

Little's WPI Report

September 5, 2022

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

Little's 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's Insight

August 17, 2022

New York State Legislature Seeks to Regulate Work-Related "Quotas" for Warehouse Workers

Little's ASAP

June 14, 2022

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

Little's ASAP

June 6, 2022