



## Paul R. Piccigallo

Shareholder

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## Focus Areas

Wage and Hour  
Class Action  
Discrimination and Harassment  
Staffing, Independent Contractors and Contingent Workers  
Hiring, Performance Management and Termination  
Policies, Procedures and Handbooks  
Workplace Policy Institute

## Overview

Paul Piccigallo represents employers in various areas of labor and employment law. His principal focus is the defense of class and collective action lawsuits under federal and state wage and hour laws, including both white collar misclassification actions and actions brought on behalf of hourly employees seeking to recover unpaid minimum, regular, and overtime wages. Paul also routinely advises employers on wage and hour and other employment-related compliance issues, and is particularly knowledgeable about New York wage-hour law. Paul's experience also includes a secondment for a multinational mass media company, where Paul provided in-house legal advice regarding a variety of employment-related issues.

Paul's recent experience includes:

- Obtaining a favorable decision dismissing novel prevailing wage claims brought under New York law against a large utility company
- Representing large utility and tech companies in nationwide class and collective actions, and successfully obtaining an order denying conditional certification in a Fair Labor Standards collective action brought in New York on behalf of thirty thousand employees
- Advising employers on complex commission issues brought under New York law, including preparing executive and commission agreements and litigating claims for unpaid commissions and bonuses

- Representing clients under investigation by the United States Department of Labor for alleged violations of wage-hour laws, including issues relating to overtime, spread of hours payment, frequency of pay and meal breaks
- Providing advice and counsel to clients regarding COVID-19 impact issues, including reductions in pay for exempt and non-exempt employees, and compliance with federal and state sick laws
- Providing training to clients and conducting audits on wage-hour issues, in order to ensure compliance with federal, state and local laws

Paul is an active member of Littler's Wage and Hour Practice Group Core Team and Littler's Class Action Practice Group, and also serves as one of the firm's Alumni Ambassadors. Paul also serves as the Wage and Hour Practice Group's liaison to Littler's Workplace Policy Institute, is a member of the firm's Good Faith Defense Taskforce, and is a frequent contributor to the firm's New York wage and hour-related publications.

Prior to entering private practice, Paul served as Deputy Special Counsel at the New York State Department of Labor where he represented the department before courts and administrative bodies. During his time with the department, Paul represented the department in dozens of administrative hearings, including in matters where eight figures were in dispute, and assisted in drafting state-wide wage-hour regulations in effect today.

During law school, Paul externed for Judge Francis M. Allegra of the United States Court of Federal Claims and Judge Arthur J. Gajarsa of the United State Court of Appeals for the Federal Circuit.

## Professional and Community Affiliations

- Member, New York State Bar Association
- Member, Forest Hills Chamber of Commerce
- Member, Pro Bono Partnership

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2024

## Education

J.D., The George Washington University School of Law, 2013

B.A., University of Delaware, 2010

## Bar Admissions

New York

## Courts

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

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

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

U.S. District Court, Eastern District of Wisconsin

## Publications & Press

### **New Test for OT Eligibility Rife With Land Mines for Employers**

*Corporate Counsel*

February 28, 2024

### **New York Enacts Sweeping Changes to Independent Contractor Arrangements**

*Little Insight*

January 25, 2024

### **Temperatures May Decrease, but U.S. Minimum Wage, Tip, and Exempt Employee Pay Will Increase on January 1, 2024 in Parts of the Country**

*Little Insight*

November 29, 2023

### **Second Circuit Further Addresses the Pleading Standard for FLSA Overtime Claims**

*Little ASAP*

October 31, 2023

### **NY Enacts Law Making Wage Theft Larceny**

*Law360*

September 6, 2023

### **Retail Workers Fit Under New York's Definition of Manual Worker**

*SHRM Online*

August 25, 2023

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

*Little ASAP*

June 13, 2023

### **As Temperatures Rise, So Do Minimum Wage, Tipped, and Exempt Employee Pay Rates Across the United States**

*Little Insight*

May 31, 2023

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

*Little ASAP*

March 7, 2023

**New York City D.A. Wants to Prosecute Wage Theft as a Crime**

*Little ASAP*

February 21, 2023

**Little Rings in New Year with the Elevation of 28 Attorneys to Shareholder**

*Little Press Release*

January 4, 2023

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

*FreightWaves*

December 21, 2022

**After the Ball Drops, Wages Rise: Minimum Wage, Tipped and Exempt Employee Pay Increases on January 1, 2023**

*Little Insight*

November 17, 2022

**Abortion Rights Bolstered at State Level**

*SHRM Online*

November 9, 2022

**New York State Launches New Hotline for Workplace Sexual Harassment Complaints**

*Little ASAP*

July 20, 2022

**States That Raise Minimum Wage May Counterbalance Inflation**

*SHRM Online*

July 18, 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

**U.S. Minimum Wage, Tipped, and Exempt Employee Pay Increases Will Heat Up This Summer (And Possibly Other Seasons)**

*Littler Insight*

June 3, 2022

**New York State Senate Poised to Pass Expansive Lien Law for Wage Claims**

*Littler ASAP*

May 16, 2022

**Court Holds Plaintiffs Are Precluded from Asserting New York Wage Theft Prevention Act Claims in Federal Court**

*Littler ASAP*

April 5, 2022

**“Open for Business”: New York City’s Mayor Signs Executive Order to Help Small Businesses**

*Littler ASAP*

January 5, 2022

**Ring in the New Year with Minimum Wage, Tipped and Exempt Employee Pay Increases**

*Littler Insight*

November 18, 2021

**New York’s General Contractors are Jointly Liable for Construction Worker Wages**

*Littler ASAP*

October 21, 2021

**New York City Passes Sweeping Set of Bills Aimed at Delivery Drivers and Hotel Workers**

*Littler Insight*

September 30, 2021

**New York Amends Labor Law to Expand Employees’ Ability to Bring Wage Claims**

*Littler ASAP*

August 23, 2021

**Spring into Summer and Fall Minimum Wage, Tipped, and Exempt Employee Pay Increases**

*Littler Insight*

June 7, 2021

**Dear Littler: What employment issues should we keep in mind when hiring seasonal minor employees?**

*Dear Littler*

June 3, 2021

**Amendments to New York's Wage Theft Prevention Act Includes New Notice Obligations**

*Little ASAP*

April 28, 2020

**New York City Set to Require Stores to Accept Cash**

*Little ASAP*

January 24, 2020

**Employers May Face New Challenges and Liabilities for Violating New York's Frequency of Pay Law**

*Little ASAP*

September 11, 2019

**New York Agency Proposes Statewide Predictable Scheduling Regulations**

*SHRM Online*

December 27, 2018

**New York Agency Renews Effort to Promulgate State-Wide Predictable Scheduling**

*Little ASAP*

December 11, 2018

## **Speaking Engagements**

**New York Employment Law Updates**

LeadingAge New York HR Summit NYC

April 4, 2024

**Essential New York Independent Contractor Issues**

April 3, 2024

**New York's Requirements and Recent Legal Developments**

March 20, 2024

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

October 12, 2023

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

April 19, 2023

**Pressing Employment Law Issues Facing Financial Service Centers**

Financial Service Centers of New York (FSCNY) Annual Conference & Expo, Queens, NY

April 11, 2023

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

March 15, 2023

**Virtual Hospitality Roundtable**

January 26, 2023

**The Seven Deadly Sins of Incentive Compensation Plan Hell**

September 13, 2022

**Virtual Hospitality Roundtable**

July 14, 2022

**New York City Pay Transparency Law: What Employers Need to Know**

Forest Hills Chamber of Commerce

March 30, 2022

**When Every Day is "Blursday" - Wage and Hour Compliance for a Remote Workforce**

New York, NY

October 7, 2021

**Workforce Developments Relating to the Pandemic Presentation**

Financial Service Centers of New York (FSCNY) General Membership Meeting, Queens, NY

October 5, 2021

**Are White-Collar Exemptions Being Met?**

Lorman Education Services Webinar

September 30, 2021

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

New York, NY

June 10, 2021

**The COVID-19 Vaccine: Legal and Practical Implications for Employers**

Financial Service Centers of New York (FSCNY) General Membership Meeting

February 16, 2021

**Litigation Trends in a Post Pandemic World: Hot Topics, Claims and Jurisdiction**

Financial Service Centers of New York (FSCNY) General Membership Meeting

September 15, 2020

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

October 31, 2019

**New York Retail Industry: A Roundtable Discussion**

New York, NY

October 15, 2019

**Hot Topics in Labor & Employment Law: Compliance Issues for Financial Service Centers**

Financial Service Centers of New York (FSCNY) General Membership Meeting, Queens, NY

September 10, 2019

**Training the Trainer: New Workplace Laws and Training Requirements in the Post-#MeToo Era**

Financial Service Centers of New York (FSCNY) Annual Conference & Expo, Brooklyn, NY

May 16, 2019

**Hot Topics in Labor and Employment Law**

Financial Service Centers of New York (FSCNY) Annual Conference & Expo, Brooklyn, NY

April 26, 2018

**New York Paid Family Leave: What You Need to Know**

Forest Hills Chamber of Commerce

January 24, 2018