

## Roberta Limongi Ruiz

Knowledge Management Counsel

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### Focus Areas

Whistleblowing, Compliance and Investigations

Discrimination and Harassment

Wage and Hour

Labor Management Relations

International Employment Law

Littler Knowledge Management

Littler Home Care Toolkit

Legislative and Regulatory

### Overview

Roberta Limongi Ruiz, a trilingual attorney fluent in Spanish, Portuguese and English, advises and represents employers in a broad range of employment matters arising under federal and state laws, including:

- Whistleblowing and retaliation
- Discrimination and harassment
- Wage and hour issues
- Wrongful termination
- Unfair competition

Roberta represents clients in federal and state courts and during proceedings before various federal, state and local administrative agencies, such as the Department of Labor and the Occupational Safety and Health Administration. She also advises management in traditional labor issues and counsels multinational companies on how to meet their workforce needs worldwide.

An active member of Littler's Whistleblower and Retaliation Practice Group, Roberta has briefed evolving issues such as what is "protected activity," what constitutes an "adverse action," and how an employer negates an inference of causation under a wide variety of whistleblower statutes. She has advised clients regarding the myriad whistleblowing

and retaliation issues facing employers and provided approaches and solutions for preventing and defending whistleblowing and retaliation claims. She extensively contributed to various publications for the National Employment Law Institute on responding to and preventing retaliation claims.

Roberta has experience advising and assisting clients with:

- Drafting and implementing employee handbooks and policies
- Developing best practices for human resources professionals
- Conducting field investigations in response to claims of discrimination, whistleblowing, retaliation, and unfair labor practices
- Defending wage and hour class action lawsuits
- Conducting audits and risk assessments related to compliance with the Fair Labor Standards Act
- Preparing and customizing employers' protective covenants and severance agreements for multi-state compliance

Previously, Roberta worked as in-house counsel for an electric utility company. She has served in leadership positions for the Hispanic National Bar Association.

## Professional and Community Affiliations

- Member, Hispanic National Bar Association
- Member, Massachusetts Bar Association
- Member, Maine State Bar Association
- Former Regional President, Region I (CT, ME, MA, NH, RI, and VT), Hispanic National Bar Association, 2009-2011
- Former Deputy Regional President, Region I, Hispanic National Bar Association, 2008 and 2009

## Education

J.D., Boston College Law School, 2007

B.A., Boston College, 2004, *cum laude*

## Bar Admissions

Texas

Maine

Massachusetts

## Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, District of Maine

U.S. District Court, District of Massachusetts

## Languages

Portuguese

Spanish

## Publications & Press

### **Retaliation and Whistleblower Claims by In-House Counsel**

*Little Report*

March 29, 2013

### **Massachusetts Superior Court Finds No Common-Law Whistleblower Protection for Complaining of Generalized Workplace Concerns**

*Little Insight*

October 18, 2011

### **Cementing a Trend: Financial Reform Act Dramatically Expands Whistleblower Protections**

*Little Insight*

August 2, 2010

### **Ninth Circuit Rules that Hospital's Restriction on Nurses' Union-Related Buttons Violated NLRA**

*Little Insight*

May 30, 2008

### **Revisiting the Bermuda Triangle: ADA, FMLA and Workers' Comp**

*ADA Compliance Guide*

October 1, 2006

### **Increasing Employer Control: The NLRB Significantly Restricts Nurses' Right to Wear Certain Union-Related Buttons**

*Little Insight*

July 25, 2006

## Speaking Engagements

### **Critical Changes to the Labor Landscape in Latin America and the Implications for U.S. Employers**

Dallas, TX

April 4, 2013

## Books & Book Chapters

- Retaliation & Whistleblowing: A Guide for Human Resources Professionals and Counsel, contributing author, LexisNexis, [http://littlerapps/#/people\\_detail/00565](http://littlerapps/#/people_detail/00565)

- *Employment Contracts: An Employer Perspective, Massachusetts Employment Law, Chapter 2, co-author, MCLE, 2nd Ed.*
- *The Proof Involved In Litigating Claims Of Sexual Harassment, Massachusetts Employment Law, Chapter 7, co-author, MCLE, 2nd Ed.*
- *Unfair Competition & Trade Secrets In Massachusetts, Massachusetts Employer, Chapter 4, contributing author, Littler Mendelson*
- *Brazil, The Littler Mendelson Guide to International Employment and Labor Law, chapter editor, LexisNexis, 1st and 2nd Ed.*
- *More States May Qualify To Use Growth Models To Track AYP, Section 504 Compliance Handbook*