

## Theresa M. Waugh

Littler CaseSmart Counsel

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## Focus Areas

Littler CaseSmart

## Overview

Theresa Waugh is a member of the Littler CaseSmart – Class Action™ team and is based in Florida. As a brief writer for Littler CaseSmart – Litigation™, Theresa formulates and executes briefing strategy for cases. She evaluates and selects legal authority that supports the facts and circumstances of each case and prepares substantive briefs and motions, including complex dispositive motions and briefing concerning strategic issues.

Previously a Littler Shareholder, Theresa has defended clients in wage and hour single plaintiff and class and collective actions in matters pending across the United States.

Theresa also frequently assisted clients defending against investigations instituted by the U.S. Department of Labor, achieving numerous favorable outcomes.

## Education

J.D., University of Connecticut School of Law, 1998, *With Honors*

M.S., Rutgers, The State University of New Jersey, 1992

B.A., Rutgers, The State University of New Jersey, 1990

## Bar Admissions

Florida

Connecticut

District of Columbia

## Courts

U.S. Court of Appeals, 2nd Circuit  
U.S. Court of Appeals, 4th Circuit  
U.S. Court of Appeals, 11th Circuit  
U.S. District Court, Northern District of Florida  
U.S. District Court, Middle District of Florida  
U.S. District Court, Southern District of Florida  
U.S. District Court, District of Connecticut

## Publications & Press

### **Little Announces New Shareholders and Principals Elevating 26 Attorneys**

*Little Press Release*

January 4, 2021

### **DOL Signals Return to Historical Test to Divide Worker Classification**

*TLNT*

July 23, 2018

### **DOL Signals Return to Historical Test to Divide Worker Classification**

*SHRM Online*

July 23, 2018

### **Trump Administration DOL Issues First Substantive Guidance on Independent Contractors**

*Little ASAP*

July 17, 2018

### **How to Address Transgender Employment Issues in the Workplace**

*Workforce*

February 18, 2016

### **From Pronouns to Restrooms – Accommodating Transgender Employees in the Workplace**

*Association of Corporate Counsel North Florida Chapter, Fourth Quarter Newsletter 2015*

### **Seventh Circuit Affirms Ruling that "Account Representative" Is Exempt Under FLSA's Outside Sales and "Combination" Exemptions**

*Little ASAP*

March 29, 2010

**Seventh Circuit Holds Verbal Complaints Are Not Protected Activity Under FLSA**

*Little ASAP*

July 22, 2009

**Speaking Engagements**

**Acknowledging and Accommodating Mental Health Issues in the Workplace**

Association of Corporate Counsel – Central Florida Chapter, Orlando, FL

November 14, 2019

**Bringing Clarity to the Exempt/Non-exempt Status and US DOL Overtime Regulation**

NRMCA's ConcreteWorks 2019, National Ready Mixed Concrete Association, Kissimmee, FL

October 7, 2019

**Briefing on DOL Proposed Overtime Regulations**

2019 Administrator's Forum (HR-CFO-CIO) One Behavioral Health Association and Florida Council for Community Mental Health, Orlando, FL

May 9, 2019

**Managing Challenges that Arise When the Employment Relationship Ends**

Association of Corporate Counsel, Central Florida Chapter, Orlando, FL

October 18, 2018

**Wage Hour 101: Pay Practice Compliance to Protect Your Organization More Effectively Than Even Captain America's Shield**

Home Care Association of Florida Annual Conference, Orlando, FL

July 29, 2018

**President Trump's First 100 Days: What Does It Mean for Employers?**

Orlando, FL

March 15, 2017

**Working on Overtime: Preparing for DOL's Changes to FLSA Overtime Regulations**

Orlando, FL

March 16, 2016

**What You Should Know About the EEOC and Its Protections for Lesbian, Gay, Bisexual and Transgender (LGBT) Workers**

Association of Corporate Counsel, Central Florida Chapter, Orlando, FL

October 14, 2015