Amber M. Spataro

Shareholder

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Practice Areas

Handbooks and Policies
Class Action
Wage and Hour
Audit Services
Litigation and Trials
Home Health and Home Care

Overview

Amber M. Spataro has nearly 20 years of experience in all areas of labor and employment law, including employment litigation, advice and counseling, and traditional labor disputes. Her advice and counseling experience includes Fortune 500 companies as well as small, five-person employers.

The mainstay of her practice is advising and counseling clients through day-to-day concerns such as termination guidance and risk assessment; wage and hour questions; I-9, overtime exemption and independent contractor audits; drafting and revising 50-State employee handbooks and policies as well as performing necessary training sessions on a variety of employment law topics.

She has litigated through trial various types of employment discrimination claims, wage and hour claims, including class actions, and other employment-related claims such as False Claims Act, breach of contract, defamation, invasion of privacy and unfair competition claims on behalf of employers in federal and state court at the trial and appellate court levels. Recently, Amber was second chair in a jury trial lasting over six weeks in Los Angeles; she secured a defense verdict for the employer on a wrongful termination and retaliation claim brought by the company's former vice president of human resources.

Amber has assisted in negotiating collective bargaining agreements in various industries ranging from health care to transportation. She has also defended against numerous charges, complaints and representation petitions before the National Labor Relations Board (NLRB). She focuses on all aspects of union avoidance from restricting union access for the solicitation of

authorization cards to successfully petitioning the NLRB to overturn unfavorable election results.

Professional and Community Affiliations

- Co-Chair, Labor and Employment Section, Essex County Bar Association
- Member, New Jersey Women Lawyers Association

Education

J.D., University of San Diego School of Law,
B.B.A., Loyola Marymount University,

Bar Admissions

New Jersey
Florida
California

Courts

U.S. District Court, District of New Jersey
U.S. District Court, Northern District of California
U.S. District Court, Central District of California

Publications & Press

New Jersey Dramatically Expands Job-Protected Family Leave and Benefits
Littler ASAP
January 29, 2026

N.J. Legislature Tells Employers to Be Transparent About Pay, Promotions
SHRM
October 8, 2024

New Jersey Legislature Tells Employers: No Transparency? No Doing Business Here!
Littler ASAP
September 30, 2024

New York Now Requires Paid Lactation Breaks
Littler ASAP
June 18, 2024

New Jersey Enacts “Bill of Rights” for Domestic Workers
Littler ASAP

March 8, 2024

New Jersey Adopts Law Affecting Service Employees During Changes in Ownership
SHRM Online
September 29, 2023

Watch Out New York – New Jersey Wants Its Taxes Too!
Littler ASAP
September 22, 2023

New Jersey Adopts Changes Affecting Service Employees During Changes in Ownership
Littler ASAP
September 15, 2023

What are some of the pros and cons of nationwide employee policies?
Littler 2 the Point Video
June 26, 2023

Signed, Sealed, Delivered: New Jersey Implements Long-Delayed Landmark WARN Law
Littler ASAP
January 10, 2023

New Jersey Edges Closer to Implementing Landmark WARN Law
Littler ASAP
December 8, 2022

Home-Based Care Workers 'More Comfortable' Bringing Lawsuits Against Current, Former Employers
Home Health Care News
January 30, 2022

New Jersey Expands Vaccination Requirements for Healthcare Workers and High-Risk Settings
Littler ASAP
January 21, 2022

New Jersey Enacts Last-Minute Bill Tying the Hands of Successor Hotels
Littler ASAP
January 18, 2022

New Jersey Quietly Rolls Back Temporary Suspension of Employer Withholding Rules for Teleworking Employees
Littler ASAP
October 28, 2021

Dear Littler: How do we Know Which State's Laws Govern the Leaves and Benefits for our Wandering Workers?
Dear Littler
June 7, 2021

New Jersey Eases COVID-19 Workplace Restrictions Through Two Executive Orders
Littler ASAP
May 27, 2021

Radical Expansion of New Jersey WARN Act Nears
Littler ASAP
May 17, 2021

Inaugural Report of Littler's Global Workplace Transformation Initiative
Littler Report
March 30, 2021

Quarantine Quandaries – How NY, NJ and CT's Quarantine Period May Impact Employers
Littler ASAP
June 29, 2020

New Jersey Enacts Legislative Package to Add Teeth to Worker Misclassification Laws
Littler ASAP
January 27, 2020

New Jersey WARN Act Radically Expanded
Littler ASAP
January 21, 2020

Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference
Bloomberg Law
May 4, 2018

Employers' Usual Rules Apply to National General Strikers
SHRM Online
February 16, 2017

Employees, Political Advocacy and the NLRB – What Can an Employer Do?
Littler ASAP
February 13, 2017

New Jersey Supreme Court Provides Guidance to Employers Defending Against Certain Supervisory Harassment Claims

Littler ASAP
February 18, 2015

New Jersey Employers Face New Pregnancy Accommodation Requirements
Littler ASAP
February 7, 2014

Littler Elevates 16 Attorneys to Shareholder
Press Release
January 2, 2014

Workplace Policy Institute: Social Media Password Protection and Privacy — The Patchwork of State Laws and How It Affects Employers
Littler Report
May 31, 2013

Events & Speaking Engagements

Whistlebloers Run Amok: Avoiding Legal Landmines While Minimizing Disruptions When Whistleblowers Behave Badly
Littler Executive Employer Conference, Phoenix, AZ
May 9, 2024

Handbook Hardball: Responding to the NLRB's Strict New Standard on Workplace Rules and Its Weaponization of Section 7
Littler Executive Employer Conference, Phoenix, AZ
May 9, 2024

Tips to Create a Best-in-Class Onboarding Packet
September 7, 2023

2023 Tri-State Regional Employer Conference
New York, NY
June 20, 2023

How Can Your Employee Handbook Evolve to Protect Your Organization While Meeting the Needs of a Remote Workforce?
Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

New Jersey’s Landmark WARN Law and What It Means for Employers
February 1, 2023

Why a Well-Written Employee Handbook Is Worth Its Weight in Gold
June 7, 2022

Post-Pandemic Remote Work: A Productivity Boon or a Collaboration Destroyer? What Has the Evidence Shown? And Can We Ever Go Back?
Littler Executive Employer Conference
May 6, 2022

Help! We Keep Getting Sued Over Access to Our Websites and Physical Locations… What Can We Do About It?
Littler Executive Employer Conference
May 5, 2022

The Top 5 Lawsuit Trends in Homecare for 2022 – and How to Help Avoid Them
January 25, 2022

Not All Who Wander Are Lost: Managing Employee Relocation in the Era of Remote Work
March 11, 2021

COVID-19 in the Workplace: Compliance Challenges, Policy Options
April 10, 2020

Sharp Turn Ahead! An Employer's Roadmap to Recent Legislative Developments in New Jersey
Newark, NJ
November 5, 2019

Speak Up or Shut Up? The Persisting Challenges of Politics and Discord in the Workplace
Littler Executive Employer, Phoenix, AZ
May 3, 2018

Popular Social Media Based Screening Practices That Could Cost You Your Dream Job
2013 Circuit Review Symposium – Seton Hall Law School, Newark, NJ
February 5, 2013

Social Media in Employment
Compliance Seminar - NYK
February 16, 2011

Legal Perils of Employee Use of Social Media
Corporate Counsel Institute - Northwestern Law School
September 30, 2010

Employee Use of Social Media
Compliance Seminar - NiSource
September 29, 2010

Sexual Harassment - What Every Manager Must Know
J.H. Cohn LLP
April 22, 2010