



## Barbara Rittinger Rigo

Shareholder

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## Practice Areas

Discrimination and Harassment  
Business Restructuring and M&A  
Leave and Accommodation  
Wage and Hour  
Litigation and Trials  
HR Advice and Counsel  
Energy  
Investigations

## Overview

Barbara Rittinger Rigo focuses her practice on representing management in a wide range of labor and employment matters, including:

- Trials for race, gender, age, disability and national origin discrimination claims
- Arbitration
- Mediation
- Family and Medical Leave Act litigation
- Wage and hour class actions
- Trade secret law
- Workplace investigations

She is an experienced trial attorney and defends clients in all types of industries, including hospitality, pharmaceutical, financial services, health care, energy and transportation, in state and federal courts, as well as before administrative agencies such as the Equal Employment Opportunity Commission, the Pennsylvania Human Relations Commission, the National Labor Relations Board, the Department of Labor and state and federal departments of labor.

Barbara focuses a large part of her practice on counseling employers on day-to-day compliance with local, state and federal statutes, such as:

- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- Title VII
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- The Genetic Information Nondiscrimination Act (GINA)
- Wage payment collection laws
- Worker Adjustment and Retraining Notification Act (WARN)

She is a frequent speaker on those and other topics. She also drafts and reviews employer policies and employment and severance agreements for clients spanning numerous industries. She also regularly performs workplace investigations and prepares reports for employers on compliance, harassment and other workplace matters.

Barbara was one of the inaugural members of the Human Relations Commission for the Township of Haverford, Pennsylvania. She is also a member of various diversity advisory committees and local nonprofit and civic boards. Prior to joining Littler, she was an associate at two large firms in Pittsburgh and Philadelphia. In law school, she was a senior editor of the *Dickinson Law Review*.

## Professional and Community Affiliations

- Member, Philadelphia Diversity Law Group

## Recognition

- Named, The Best Lawyers in America®, 2018-2025
- Named, Stand-Out Lawyer, *Thomson Reuters*, 2022, 2024
- Woolsack Honor Society

## Education

J.D., Pennsylvania State University, Dickinson School of Law, 1995

B.A., Saint Mary's College, 1991

## Bar Admissions

Pennsylvania

## Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania  
U.S. District Court, Western District of Pennsylvania

## **Publications & Press**

### **Philadelphia Issues Rules on COVID Paid Sick Leave, and Revises “During COVID” Rules for Regular and Healthcare Employee Paid Sick Leave**

*Littler ASAP*

March 6, 2023

### **Philly workers can dispute their potential employer over marijuana testing. But do they know about it?**

*The Philadelphia Inquirer*

January 25, 2023

### **Delaware Joins the Family (Paid Family-Medical Leave, That Is)**

*Littler ASAP*

May 18, 2022

### **Philadelphia’s COVID-19 Paid Leave Ordinance for 2022 and 2023**

*Littler ASAP*

March 10, 2022

### **Pennsylvania Appeals Court Determines State’s Medical Marijuana Act Includes a Private Right of Action for Employees**

*Littler ASAP*

August 19, 2021

### **Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

### **Philadelphia Strengthens Workplace Protections for Domestic Violence Victims**

*SHRM Online*

May 25, 2021

### **Philadelphia Strengthens Workplace Protections for Victims of Domestic Violence**

*Littler ASAP*

May 14, 2021

### **Philadelphia Enacts 2021 Public Health Emergency Leave Ordinance**

*Littler ASAP*

April 5, 2021

**Essential workers exposed to COVID-19 are reporting to work when they can't get paid to quarantine**

*The Philadelphia Inquirer*

January 20, 2021

**Philadelphia Pandemic Laws Require Additional Paid Leave for Employees and Gig Workers, Other Pay and Benefits for Healthcare Workers**

*Littler ASAP*

September 18, 2020

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**Certain Non-Life-Sustaining Businesses in 37 Pennsylvania Counties Permitted to Reopen, but Must Implement Specific Health and Safety Measures**

*Littler ASAP*

May 13, 2020

**Certain Businesses in 24 Pennsylvania Counties Permitted to Reopen, but Must Implement Specific Health and Safety Measures**

*Littler ASAP*

May 5, 2020

**Philadelphia Clarifies City's WARN Act to Account for COVID-19-Related Closures**

*Littler ASAP*

April 22, 2020

**Significant New COVID-19 Health and Safety Requirements Imposed on Pennsylvania Businesses**

*Littler ASAP*

April 16, 2020

**Layoffs vs. furloughs: What's the difference and what does it mean for unemployment benefits in Pa.?**

*The Philadelphia Inquirer*

April 3, 2020

**Update on Pennsylvania COVID-19 Business Closures: Impending Waiver Deadline – Friday, April 3, 2020 at 5 p.m.**

*Littler ASAP*

April 3, 2020

**Philadelphia Updates Non-Essential Business Closures Due to COVID-19 and Mandates Residents Stay at Home**

*Littler ASAP*

March 23, 2020

**Pennsylvania Closes All Non-Life-Sustaining Businesses Effective Immediately Due to COVID-19**

*Littler ASAP*

March 20, 2020

**Pennsylvania and Philadelphia Non-Essential Business Closures Due to COVID-19**

*Littler ASAP*

March 17, 2020

**Pennsylvania Court Finds Private Right of Action for Employees Under State's Medical Marijuana Law**

*Littler ASAP*

February 14, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Diversity of Thought as a Business Imperative**

*Al Dia News*

April 22, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**Philadelphia Issues Employer Poster for New Paid Sick Leave Ordinance and Creates New Agency for Enforcement**

*Littler ASAP*

April 30, 2015

**Philadelphia Enacts Paid Sick Leave Ordinance for Virtually All Employers**

*Littler ASAP*

February 14, 2015

**The 3rd Circuit tells employers that saying 'it's in the mail' does not prove receipt of FMLA notice**

*Thomson Reuters Westlaw's Journal Employment*

September 3, 2014

**Mailing of FMLA Notices Insufficient, Third Circuit Rules**

*Society for Human Resource Management (SHRM)*

August 18, 2014

**When it Comes to an FMLA Notice—the Post Office May Not Deliver For You in the Third Circuit**

*Littler ASAP*

August 14, 2014

**She Complained, But I'll Sue: Third-Party Employment Retaliation Claims After Thompson**

*New Jersey Law Journal*

April 18, 2011

**Events & Speaking Engagements**

**Employment Challenges in the Post-Pandemic Age of Substance Abuse**

Philadelphia, PA

May 2, 2023

**2022 Philadelphia Regional Employer Conference**

Philadelphia, PA

October 28, 2022

**Leave time In Pennsylvania**

Pennsylvania Bar Institute

March 25, 2021

**We're (Almost) Open: Obligations Employers Will Need to Consider as Businesses Prepare to Resume**

May 27, 2020

**Between a Rock and a Hard Shelter-in-Place | Challenges Employers Will Face When Returning to Work**

May 12, 2020

**Leveraging Diversity of Thought**

The Chamber of Commerce for Greater Philadelphia

April 12, 2019

**Doggy Dilemmas: Accommodating Service Animals for Employees and Customers**

Philadelphia, PA

September 6, 2018

**Doggy Dilemmas: Accommodating Service Animals for Employees and Customers**

Washington, DC

September 5, 2018

**Navigating the Use and Abuse of the FMLA**

Pennsylvania Bar Institute, Philadelphia: July 11, 2017. Mechanicsburg/Simulcast: July 18, 2017

**Transgender Bathrooms: A New Security Challenge**

ASIS International, Orlando, FL

September 12, 2016

**Managing Leaves of Absence: The Interplay of the FMLA and ADA**

Philadelphia, PA

June 2, 2015

**Medical Inquiries and Exams—An Employer's Guide**

Society for Human Resource Management, Southeastern Pennsylvania Chapter (SEPA SHRM), Philadelphia, PA

November 18, 2014

**The Trial of a Retaliation Case**

20th Annual Employment Law Institute - Pennsylvania Bar Institute

April 25, 2014

**Dealing with a Problem Employee**

Pennsylvania Bar Institute

September 24, 2013

**Family and Medical Leave Update**

Pennsylvania Bar Institute

August 2013

**Preparing The Groundwork To Enforce Non-competes**

Philadelphia, PA

September 13, 2012

**UNDER ATTACK! Independent Contractor and Contingent Worker Classifications**

Pennsylvania Bar Institute

February 28, 2012

**Social Media Grows Up: The Safe, Legal, and Effective Business Use of Social Media**

Wharton Council on Employee Relations

February 21, 2012

**Dealing with a Problem Employee**

Pennsylvania Bar Institute

2011

**How to Start Your Own Business**

Pennsylvania Bar Institute

2010

**Religious Accommodation**

Pennsylvania Bar Institute

2010