



Jillian S. Folger-Hartwell

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Practice Areas

Litigation and Trials
Discrimination and Harassment
Arbitration
Whistleblowing, Compliance and Investigations
Labor Management Relations

Overview

Jillian Folger-Hartwell's practice focuses exclusively on representing management, litigating and advising on labor and employment law matters. Jillian devotes a substantial portion of her practice to compliance, especially as it relates to managing leaves of absence under the Family and Medical Leave Act, disability issues under the Americans with Disabilities Act, and compliance with other similar state laws. Jillian represents unionized employers, negotiating collective bargaining agreements and defending employers in labor arbitrations.

Jillian has extensive experience representing employers in the healthcare, higher education and hospitality industry settings. Jillian also defends employers against discrimination claims based on race, sex, age, religion, national origin, disability and other protected classes, including matters related to:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Rhode Island Fair Employment Practices Act
- Massachusetts General Laws, Chapter 151(b)

Jillian's litigation experience extends to claims for violations of noncompetition and confidentiality agreements, misappropriation of trade secrets, and unfair competition claims.

Jillian routinely conducts in-house training on employment-related topics, including anti-harassment training seminars.

Professional and Community Affiliations

- Member, Government Affairs Committee, Greater Providence Chamber of Commerce
- Former Vice President, Board of Directors, Rhode Island Coalition Against Domestic Violence

Education

J.D., Boston College Law School, 2003, *cum laude*

B.A., Stonehill College, 1994, *magna cum laude*

Bar Admissions

Rhode Island

Massachusetts

Courts

U.S. District Court, District of Rhode Island

U.S. District Court, District of Massachusetts

U.S. District Court, District of Connecticut

Publications & Press

Rhode Island's Payment of Wages Act Imposes Felony Penalties on Employers

SHRM Online

October 3, 2023

Rhode Island's Amended Payment of Wages Act Now Imposes Felony Penalties on Employers

Littler ASAP

September 22, 2023

Rhode Island Enacts Comprehensive Pay Equity Law

Littler ASAP

July 28, 2021

Reopening Rhode Island Phase 1: A Practical Guide for Employers

Littler ASAP

May 8, 2020

A COVID-19 Guide for Rhode Island Employers

Littler ASAP

March 17, 2020

Rhode Island Joins the New England Trend to Limit Noncompete Agreements

SHRM Online

August 21, 2019

Rhode Island Joins the New England Trend with a Law Placing Substantial Limitations on Noncompete Agreements

Littler ASAP

August 12, 2019

Maine Earned Leave Act: Maine Really is the Vacation State

Littler ASAP

June 12, 2019

Littler Elevates 28 Attorneys

Press Release

January 2, 2019

End-of-Year Washington State (and Local) Paid Sick and Safe Time Issues

Littler ASAP

December 20, 2018

Rhode (Island) Rage: New Paid Sick and Safe Rules May Frustrate Employers

Littler ASAP

May 21, 2018

On the Rhode Again: Paid Sick Leave Drought Ends with New Rhode Island Law

Littler ASAP

October 2, 2017

Rhode Island Enacts Legislation Requiring Accommodations for Pregnant Employees

Littler ASAP

July 15, 2015

Supreme Court Adopts 'Arm's-Length' Standard for Assessing Adviser Compensation Claims under the Investment Company Act of 1940

Bender's Labor & Employment Bulletin

June 2010

Veto Override Puts Employers at Risk

Providence Business News

March 1, 2010

The Rhode Island General Assembly Amends the Rhode Island Civil Rights Act

Employment Law Alert

January 7, 2010

The Second Circuit Clarifies and Sanctions the Application of the Fractional Rule for Minimum Benefit Accrual to Cash Balance Pension Plans

Bender's Labor & Employment Bulletin

December 2009

The United States Supreme Court Makes it Harder to Prove Age Discrimination

Employment Law Alert

June 23, 2009

Rhode Island Military Family Relief Act Imposes New Leave Requirements on Large and Small Businesses

Providence Business News

August 25, 2008

Plan Participant Can Sue Under ERISA for Losses to Assets in a 401k Account

Employment Law Alert

March 6, 2008

Events & Speaking Engagements

2024 New England Regional Employer Conference

Boston, MA

October 24, 2024

An Overview of Paid Leave Laws in New England

June 5, 2024

Discipline Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

March 20, 2024

2024 Rhode Island Employment Update

Providence, RI

January 25, 2024

2023 New England Regional Employer Conference

Boston, MA

November 14, 2023

Social Media and Labor Arbitrations

24th Annual Labor Arbitration Conference

November 6, 2023

How to Bring Rhode Island Employee Handbooks into Compliance

National Business Institute

April 6, 2023

2022 New England Regional Employer Conference

Boston, MA

November 15, 2022

Video Hearing Forever or Never More?

URI Schmidt Labor Research Center Arbitration Conference

November 7, 2022

2021 New England Virtual Employer Conference

November 9, 2021

Managing the Complexities of Paid Sick and Family Leave Laws – What We’ve Learned So Far and What We Expect Going Forward

2021 Tri-State SHRM Virtual Event

April 28, 2021

COVID-19 Vaccinations: To Mandate or Not to Mandate and Other Pressing Questions

Providence, RI

April 8, 2021

COVID-19 Vaccines: What Employers Need to Know

Rhode Island SHRM

March 16, 2021

Is the East Coast the New West Coast When It Comes to Employment Laws?

Tri-State SHRM Conference

August 10, 2020

The Rhode to Recovery

April 22, 2020

COVID-19 - Guidance for HR Professionals

Rhode Island SHRM Webinar

March 26, 2020

Coveting Covenants: A Deep Dive into Noncompetes – Their Risks and Rewards

2019 New England Employer Conference, Newton, MA

September 27, 2019

2019 Rhode Island Employment Update

Providence, RI

May 21, 2019

2018 Rhode Island Employment Law

Providence, RI

May 15, 2018

On the Rhode Again: Paid Sick Leave Drought Ends with New Rhode Island Law

October 30, 2017

Rhode Island Employment Law Update

Providence, RI

May 2, 2017

Employment Law: 2015 Comprehensive Guide

National Business Institute, Providence, RI

October 21, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now??

Providence, RI

September 15, 2015

Hiring and Terminating Employees in the Current Economy

Sterling Education Services, Providence, RI

June 3, 2015

ADA and FMLA Updates and Interplay

Sterling Education Services, Providence, RI

June 3, 2015

Workplace Injuries: HR Strategies to Avoid the Top Mistake

National Business Institute (NBI) Webinar

June 4, 2014

Rhode Island Employment Law Update

Providence, RI

May 22, 2014

Legislative Update

Association for Healthcare Human Resources Administration of RI (AHHRARI), Providence, RI

November 21, 2013

Employee Documentation, Discipline & Discharge

February 13, 2013

Human Resource Law: What You Need to Know

National Business Institute Seminar, Providence, RI

December 7, 2011

New Rules Implementing the Genetic Information Nondiscrimination Act

CLE Presentation

February 2011

Whistleblower Claims

Labor and Employment Law Conference - University of Rhode Island

May 7, 2010

Workplace Investigations in the Age of Technology

CLE Presentation

April 2010

Employment and Labor Update: Recent State and Federal Legislative and Judicial Developments

CLE Presentation

April 2010

Litigating ERISA Claims

National Business Institute Symposium

June 2009

COBRA Changes Under the American Recovery and Reinvestment Act

CLE Presentation

March 2009

Advising Your Client on Lawful Termination Procedures

National Business Institute Symposium

January 2008