

Alex R. Frondorf

Shareholder

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Focus Areas

Class Action
Wage and Hour
Labor Management Relations
Healthcare
Home Health and Home Care

Overview

Alex R. Frondorf is an experienced labor and employment law litigator and advisor. Alex devotes his practice to a broad range of labor and employment related matters, including:

- Discrimination, harassment, and retaliation
- Wrongful terminations
- Title VII of the Civil Rights Act
- The Ohio Civil Rights Act
- The Family and Medical Leave Act (FMLA)
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- Ohio Revised Code Chapter 4112
- Wage and hour matters
- Alternative Dispute Resolution
- Class actions
- Religion and disability accommodations
- Pay equity

Alex represents a diverse group of clients across different industries, including:

- Healthcare, including home healthcare
- Manufacturing
- Retail
- Restaurants / food and beverage
- Banks and financial institutions
- Child and day care facilities

Prior to joining Littler Mendelson, Alex served as a law clerk to the Honorable Ann Aldrich and the Honorable Kathleen M. O'Malley in the United States District Court for the Northern District of Ohio. In law school, he was managing editor of the *Saint Louis University Law Journal*. He is also an adjunct professor at Cleveland-Marshall College of Law, where he teaches courses on the Fair Labor Standards Act (FLSA) and scholarly writing, and at Bowling Green State University, where he teaches a course on health care law.

Professional and Community Affiliations

- Member, William K. Thomas Inn of Court
- Member, American Inn of Court, Cleveland Employment Chapter
- Member and Past President, American Constitution Society, Cleveland Chapter, 2008-present
- Life Member, Eighth District Judicial Conference
- Member, Federal Bar Association, Northern District of Ohio Chapter
- Member, Cleveland Metropolitan Bar Association
- Vice President, Board of Trustees, Ohio City, Inc.
- Board Member, The Refugee Response
- Founder, St. John's Institute

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025

Education

J.D., St. Louis University, 2007, *cum laude*

M.P.A., St. Louis University, 2007

B.A., Bowling Green State University, 2003, *magna cum laude*

Bar Admissions

Ohio

New York

Illinois

Courts

U.S. Supreme Court
U.S. Court of Appeals, 6th Circuit
U.S. District Court, Northern District of Ohio
U.S. District Court, Southern District of Ohio

Publications & Press

Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder

Littler Press Release
January 4, 2023

Ohio Adopts Provisions of the FLSA to Eliminate Hybrid Actions and Clarify Compensable Time

SHRM Online
May 4, 2022

Ohio Adopts Provisions of the FLSA to Eliminate Hybrid Actions and to Clarify Compensable Time

Littler ASAP
May 2, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release
August 19, 2021

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

Littler Press Release
August 20, 2020

Legal experts foresee split decision in same-sex marriage case from federal appeals court

Cleveland Plain-Dealer
August 7, 2014

ALJ Finds Hospital's Internal Nursing Documents Cannot be Considered Confidential

Littler ASAP
November 5, 2013

Another Federal Court Discredits the Use of Representative Evidence in Class Actions

Littler ASAP
June 25, 2013

Minnesota to Allow Home Healthcare Workers to Unionize

Littler ASAP

May 31, 2013

Supreme Court to Consider Meaning of "Changing Clothes" Amid Changing DOL Interpretations

Littler ASAP

February 22, 2013

Federal Court Decertifies Another Auto-Deduct Meal Break Case Against a Healthcare Provider

Littler ASAP

February 14, 2013

Littler Scores Big Win In FLSA Meal Break Suit

Littler Press Release

February 14, 2013

FLSA Court Decertifies Nationwide FLSA Action; ManorCare Workers Not Similarly Situated

Bloomberg BNA

February 1, 2013

FLSA Class Nixed In ManorCare Meal Break Suit

Law360.com

February 1, 2013

"Do As I Say, Not As I Do:" EEOC Required to Provide Discovery of Its Employment Practices

Littler Insight

April 30, 2012

Religious Accommodation Issues for the Health Care Employer: Termination of Pregnancy and Related Issues

BNA Health Law Reporter

April 19, 2012

The Time Has Come For Plaintiffs To Put Up Their Dukes

Law360.com

March 20, 2012

Plaintiffs' Reliance on Dukes Wins Class Certification

Littler Insight

March 2, 2012

Employees Must Be Given Clear, Actual Notice of FMLA Policies

Littler Insight

January 31, 2012

FLSA Cert. Process Challenged in Light of Dukes

Law360.com

August 11, 2011

Ohio Supreme Court Expands Scope of Wrongful Termination in Violation of Public Policy Claim

Littler Insight

July 6, 2011

Advertising to Children and the Commercial Speech Doctrine: Political and Constitutional Limitations

58 DRAKE L. REV. 67

2010

A Deep Bench

N.Y. TIMES, at A27

May 7, 2009

Civil Union Statutes: A Shortcut to Legal Equality for Same-Sex Partners In a Landscape Littered with Defense of Marriage Acts

15 U. FLA. J.L. & PUB. POL'Y 229

2004

Universalistic Moral Principles and the Law: Is Child Labor Always Wrong?

27 HOUS. J. INT'L L. 1

2004

Speaking Engagements

2024 Ohio Regional Employer Conference

Cleveland, OH

October 10, 2024

2023 Ohio Regional Employer Conference

Cleveland, OH

October 5, 2023

The FTC Proposed Noncompete Rule and Its Impact on Home Care

April 11, 2023

2022 Ohio Regional Employer Conference

Cleveland, OH

October 6, 2022

2021 Ohio Virtual Regional Employer Conference

October 14, 2021

2019 Ohio Employer Conference

Cleveland, OH

October 10, 2019

2018 Ohio Regional Employer Conference

Cleveland, OH

October 18, 2018

DOL's Proposed Changes to the White Collar Regulations

Littler Briefing, Cleveland, OH

October 2015

Ohio Employer Conference

Cleveland, OH

2012-2015

Ten Ways Employers Are – Inadvertently – Violating the FLSA

Littler Mendelson, Cleveland, OH

October 25, 2012