

Julia R. Shackleton

Associate

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Overview

Julia R. Shackleton's practice focuses exclusively on counseling and representing management clients on labor and employment law matters. She has experience representing employers in the healthcare, higher education, and hospitality industry settings. Julia defends employers in a variety of employment matters, including claims related to wrongful termination, discrimination, harassment, retaliation, whistleblowing, accommodations, leaves of absence, and wage and hour. Julia is a member of Littler's Vaccination Working Group and has spent substantial time advising clients on workplace concerns and policies relating to the COVID-19 pandemic.

Prior to joining Littler, Julia worked for a civil litigation firm where she concentrated her practice in labor and employment, general liability, and professional liability defense. She also served as a judicial clerk for the Rhode Island Supreme Court Law Clerk Department, assisting the Providence County Business Calendar.

During law school, Julia was a member of the *University of Miami Business Law Review* and Charles C. Papy, Jr. Moot Court Board.

Professional and Community Affiliations

- Member, Federal Bar Association, Rhode Island Chapter
- Member, Rhode Island Bar Association, Labor Law & Employment Committee

Recognition

- Recognized, Labor & Employment Professional Excellence in Law, *Rhode Island Monthly*, 2023
- Recognized, Up & Coming Lawyer, *Rhode Island Lawyer's Weekly*, 2022
- Recognized, Professional Excellence in Law, *Rhode Island Monthly*, 2022
- Recognized, Professional Excellence in Law, *Rhode Island Monthly*, 2021

- Recipient, CALI Excellence for the Future Award: Conflict of Laws, *University of Miami School of Law*, 2018
- Recipient, Dean's Certificate of Achievement Award: Professional Responsibility, *University of Miami School of Law*, 2017

Education

J.D., University of Miami School of Law

B.A., Gettysburg College

Bar Admissions

Rhode Island

Massachusetts

Connecticut

Courts

U.S. Court of Appeals, 1st Circuit

U.S. District Court, District of Rhode Island

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 Insight

September 22, 2023

Alexa, Amazon Assistant or Government Informant?

27 U. Miami Bus. L. Rev. 301

2019

Cloudy Over United States v. Microsoft

U. Miami Bus. L. Rev.

April 4, 2018

Speaking Engagements

2024 Rhode Island Employment Update

Providence, RI

January 25, 2024

How to Bring Rhode Island Employee Handbooks into Compliance

National Business Institute

April 6, 2023

Conducting Effective Workplace Investigations and Training on Reasonable Suspicion for a Unionized Workforce

Providence, RI

February 3, 2023

Conducting Effective Workplace Investigations and Reasonable Suspicion Training on Rhode Island Marijuana Laws

Providence, RI

January 19, 2023

Long COVID Initiative

Brown University School of Public Health

January 12, 2022