

Kelly C. Spina

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Policies, Procedures and Handbooks
Wage and Hour

Overview

Kelly C. Spina represents and advises management in all aspects of labor and employment law. She has appeared before state and federal courts and administrative agencies to defend claims involving:

- Discrimination and harassment
- Retaliation
- Wrongful discharge
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- New York state and city human rights laws

In addition to compliance with federal, state and local laws, Kelly counsels her clients on a broad range of employment issues, including employment policies, handbooks, and contracts; termination decisions; and employee discipline.

Prior to joining Littler Mendelson, Kelly spent five years as an associate of a Long Island law firm where she advised private employers, municipalities, and educational institutions on labor and employment issues. While in law school, she was the coordinator of the Courtroom Advocates Project.

Recognition

- St. Thomas More Scholar, *St. John's University School of Law*
- Dean's List, *St. John's University School of Law*
- Recipient, Academic Excellence Award, *State University of New York at Old Westbury*

Education

J.D., St. John's University School of Law, 2007

B.A., State University of New York at Old Westbury, 2003

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

Publications & Press

Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year

Littler Press Release

January 2, 2024

Second Circuit Upholds New York's Vaccination Mandates for Healthcare Workers Without Religious Exemptions

Littler Insight

November 11, 2021

New York Expands Vaccination Mandate for Health Care

SHRM Online

September 3, 2021

New York Expands Vaccination Mandate for Healthcare Workers

Littler Insight

August 30, 2021

Suffolk County Set to Become the Fourth New York Jurisdiction to Ban Salary History Inquiries

Littler ASAP

December 10, 2018

Speaking Engagements

Improving Employee Relations in a Rapidly Changing Workplace

Melville, NY

April 4, 2024

New York State HERO Act Compliance

Long Island Association webinar

September 30, 2021

Punitive Damages, Attorney Fees, and Other Scary Things

Melville, NY

October 30, 2019

Preventing Sexual Harassment in the Workplace and What to Do When Claims are Made

Melville, NY

May 22, 2018

Day One Dialogues: The Power of #MeToo

St. John's Law School

January 16, 2018