

Paul R. Piccigallo

Shareholder

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Focus Areas

Wage and Hour
Class Action
Discrimination and Harassment
Contractors, Staffing and Contingent Workers
Hiring, Performance Management and Termination
Policies, Procedures and Handbooks
Workplace Policy Institute

Overview

Paul Piccigallo represents employers in various areas of labor and employment law. His principal focus is the defense of class and collective action lawsuits under federal and state wage and hour laws, including both white collar misclassification actions and actions brought on behalf of hourly employees seeking to recover unpaid minimum, regular, and overtime wages. Paul also routinely advises employers on wage and hour and other employment-related compliance issues, and is particularly knowledgeable about New York wage-hour law. Paul's experience also includes a secondment for a multinational mass media company, where Paul provided in-house legal advice regarding a variety of employment-related issues.

Paul's recent experience includes:

- Obtaining a favorable decision dismissing novel prevailing wage claims brought under New York law against a large utility company
- Representing large utility and tech companies in nationwide class and collective actions, and successfully obtaining an order denying conditional certification in a Fair Labor Standards collective action brought in New York on behalf of thirty thousand employees
- Advising employers on complex commission issues brought under New York law, including preparing executive and commission agreements and litigating claims for unpaid commissions and bonuses

- Representing clients under investigation by the United States Department of Labor for alleged violations of wage-hour laws, including issues relating to overtime, spread of hours payment, frequency of pay and meal breaks
- Providing advice and counsel to clients regarding COVID-19 impact issues, including reductions in pay for exempt and non-exempt employees, and compliance with federal and state sick laws
- Providing training to clients and conducting audits on wage-hour issues, in order to ensure compliance with federal, state and local laws

Paul is an active member of Littler's Wage and Hour Practice Group Core Team and Littler's Class Action Practice Group, and also serves as one of the firm's Alumni Ambassadors. Paul also serves as the Wage and Hour Practice Group's liaison to Littler's Workplace Policy Institute, is a member of the firm's Good Faith Defense Taskforce, and is a frequent contributor to the firm's New York wage and hour-related publications.

Prior to entering private practice, Paul served as Deputy Special Counsel at the New York State Department of Labor where he represented the department before courts and administrative bodies. During his time with the department, Paul represented the department in dozens of administrative hearings, including in matters where eight figures were in dispute, and assisted in drafting state-wide wage-hour regulations in effect today.

During law school, Paul externed for Judge Francis M. Allegra of the United States Court of Federal Claims and Judge Arthur J. Gajarsa of the United State Court of Appeals for the Federal Circuit.

Professional and Community Affiliations

- Member, New York State Bar Association
- Member, Forest Hills Chamber of Commerce
- Member, Pro Bono Partnership

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025
- Winner, Thought Leadership Award, *Mondaq*, Spring 2024

Education

J.D., The George Washington University School of Law, 2013

B.A., University of Delaware, 2010

Bar Admissions

New York

Courts

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

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

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

U.S. District Court, Eastern District of Wisconsin

Publications & Press

New York's Freelance Isn't Free Act Will Take Effect on August 28, 2024

Littler ASAP

August 20, 2024

State Laws Complicate Salary Requirements for Exempt Employees

Littler ASAP

August 12, 2024

Texas District Court Narrowly Enjoins White-Collar Overtime Regulations

Littler ASAP

June 29, 2024

Rates Up, Dude – Surfing the Wave of U.S. Minimum Wage, Tipped, and Exempt Employee Pay Increases that Will Occur on July 1, 2024

Littler Insight

June 17, 2024

New Test for OT Eligibility Rife With Land Mines for Employers

Corporate Counsel

February 28, 2024

New York Enacts Sweeping Changes to Independent Contractor Arrangements

Littler Insight

January 25, 2024

Temperatures May Decrease, but U.S. Minimum Wage, Tip, and Exempt Employee Pay Will Increase on January 1, 2024 in Parts of the Country

Littler Insight

November 29, 2023

Second Circuit Further Addresses the Pleading Standard for FLSA Overtime Claims

Littler ASAP

October 31, 2023

NY Enacts Law Making Wage Theft Larceny

Law360

September 6, 2023

Retail Workers Fit Under New York's Definition of Manual Worker

SHRM Online

August 25, 2023

New York State Legislature Seeks to Expand Employee Rights to Freelancers Statewide

Littler ASAP

June 13, 2023

As Temperatures Rise, So Do Minimum Wage, Tipped, and Exempt Employee Pay Rates Across the United States

Littler Insight

May 31, 2023

New York Delays and Limits Regulation of "Quotas" for Warehouse Workers

Littler ASAP

March 7, 2023

New York City D.A. Wants to Prosecute Wage Theft as a Crime

Littler ASAP

February 21, 2023

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

Littler Press Release

January 4, 2023

New York governor signs warehouse worker protection bill into law

FreightWaves

December 21, 2022

After the Ball Drops, Wages Rise: Minimum Wage, Tipped and Exempt Employee Pay Increases on January 1, 2023

Littler Insight

November 17, 2022

Abortion Rights Bolstered at State Level

SHRM Online

November 9, 2022

New York State Launches New Hotline for Workplace Sexual Harassment Complaints

Littler ASAP

July 20, 2022

States That Raise Minimum Wage May Counterbalance Inflation

SHRM Online

July 18, 2022

New York State Legislature Seeks to Regulate Work-Related “Quotas” for Warehouse Workers

Littler ASAP

June 14, 2022

New York State Legislature Seeks to Expand Employee Rights to Freelancers Statewide

Littler ASAP

June 6, 2022

U.S. Minimum Wage, Tipped, and Exempt Employee Pay Increases Will Heat Up This Summer (And Possibly Other Seasons)

Littler Insight

June 3, 2022

New York State Senate Poised to Pass Expansive Lien Law for Wage Claims

Littler ASAP

May 16, 2022

Court Holds Plaintiffs Are Precluded from Asserting New York Wage Theft Prevention Act Claims in Federal Court

Littler ASAP

April 5, 2022

“Open for Business”: New York City’s Mayor Signs Executive Order to Help Small Businesses

Littler ASAP

January 5, 2022

Ring in the New Year with Minimum Wage, Tipped and Exempt Employee Pay Increases

Littler Insight

November 18, 2021

New York’s General Contractors are Jointly Liable for Construction Worker Wages

Littler ASAP

October 21, 2021

New York City Passes Sweeping Set of Bills Aimed at Delivery Drivers and Hotel Workers

Littler Insight

September 30, 2021

New York Amends Labor Law to Expand Employees' Ability to Bring Wage Claims

Littler ASAP

August 23, 2021

Spring into Summer and Fall Minimum Wage, Tipped, and Exempt Employee Pay Increases

Littler Insight

June 7, 2021

Dear Littler: What employment issues should we keep in mind when hiring seasonal minor employees?

Dear Littler

June 3, 2021

Amendments to New York's Wage Theft Prevention Act Includes New Notice Obligations

Littler ASAP

April 28, 2020

New York City Set to Require Stores to Accept Cash

Littler ASAP

January 24, 2020

Employers May Face New Challenges and Liabilities for Violating New York's Frequency of Pay Law

Littler ASAP

September 11, 2019

New York Agency Proposes Statewide Predictable Scheduling Regulations

SHRM Online

December 27, 2018

New York Agency Renews Effort to Promulgate State-Wide Predictable Scheduling

Littler ASAP

December 11, 2018

Speaking Engagements

CDPAP Restructure: What Happens Now?

Webinar

June 18, 2024

New York Employment Law Updates

LeadingAge New York HR Summit NYC

April 4, 2024

Essential New York Independent Contractor Issues

April 3, 2024

New York's Requirements and Recent Legal Developments

March 20, 2024

Caring for Your Caregivers: A New York HCM Compliance Primer

October 12, 2023

Timely Talk About Wage and Hour Law: New York's Requirements and Recent Legal Developments

April 19, 2023

Pressing Employment Law Issues Facing Financial Service Centers

Financial Service Centers of New York (FSCNY) Annual Conference & Expo, Queens, NY

April 11, 2023

Yet More Major New Changes in NY State and City Employment Law?!?

March 15, 2023

Virtual Hospitality Roundtable

January 26, 2023

The Seven Deadly Sins of Incentive Compensation Plan Hell

September 13, 2022

Virtual Hospitality Roundtable

July 14, 2022

New York City Pay Transparency Law: What Employers Need to Know

Forest Hills Chamber of Commerce

March 30, 2022

When Every Day is "Blursday" - Wage and Hour Compliance for a Remote Workforce

New York, NY

October 7, 2021

Workforce Developments Relating to the Pandemic Presentation

Financial Service Centers of New York (FSCNY) General Membership Meeting, Queens, NY
October 5, 2021

Are White-Collar Exemptions Being Met?

Lorman Education Services Webinar
September 30, 2021

Timely Talk About Wage and Hour Law: New York's Requirement and Recent Legal Developments

New York, NY
June 10, 2021

The COVID-19 Vaccine: Legal and Practical Implications for Employers

Financial Service Centers of New York (FSCNY) General Membership Meeting
February 16, 2021

Litigation Trends in a Post Pandemic World: Hot Topics, Claims and Jurisdiction

Financial Service Centers of New York (FSCNY) General Membership Meeting
September 15, 2020

Timely Talk About Wage and Hour Law: New York's Requirements and Recent Legal Developments

October 31, 2019

New York Retail Industry: A Roundtable Discussion

New York, NY
October 15, 2019

Hot Topics in Labor & Employment Law: Compliance Issues for Financial Service Centers

Financial Service Centers of New York (FSCNY) General Membership Meeting, Queens, NY
September 10, 2019

Training the Trainer: New Workplace Laws and Training Requirements in the Post-#MeToo Era

Financial Service Centers of New York (FSCNY) Annual Conference & Expo, Brooklyn, NY
May 16, 2019

Hot Topics in Labor and Employment Law

Financial Service Centers of New York (FSCNY) Annual Conference & Expo, Brooklyn, NY
April 26, 2018

New York Paid Family Leave: What You Need to Know

Forest Hills Chamber of Commerce

January 24, 2018