

Theresa M. Waugh

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Overview

Theresa Waugh is a member of the Littler CaseSmart – Class Action™ team and is based in Florida. As a brief writer for Littler CaseSmart – Litigation™, Theresa formulates and executes briefing strategy for cases. She evaluates and selects legal authority that supports the facts and circumstances of each case and prepares substantive briefs and motions, including complex dispositive motions and briefing concerning strategic issues.

Previously a Littler Shareholder, Theresa has defended clients in wage and hour single plaintiff and class and collective actions in matters pending across the United States.

Theresa also frequently assisted clients defending against investigations instituted by the U.S. Department of Labor, achieving numerous favorable outcomes.

Education

J.D., University of Connecticut School of Law, 1998, *With Honors*

M.S., Rutgers, The State University of New Jersey, 1992

B.A., Rutgers, The State University of New Jersey, 1990

Bar Admissions

Florida

Connecticut

District of Columbia

Courts

U.S. Court of Appeals, 2nd Circuit
U.S. Court of Appeals, 4th Circuit
U.S. Court of Appeals, 11th Circuit
U.S. District Court, Northern District of Florida
U.S. District Court, Middle District of Florida
U.S. District Court, Southern District of Florida
U.S. District Court, District of Connecticut

Publications & Press

Littler Announces New Shareholders and Principals Elevating 26 Attorneys

Littler Press Release

January 4, 2021

DOL Signals Return to Historical Test to Divide Worker Classification

TLNT

July 23, 2018

DOL Signals Return to Historical Test to Divide Worker Classification

SHRM Online

July 23, 2018

Trump Administration DOL Issues First Substantive Guidance on Independent Contractors

Littler ASAP

July 17, 2018

How to Address Transgender Employment Issues in the Workplace

Workforce

February 18, 2016

From Pronouns to Restrooms – Accommodating Transgender Employees in the Workplace

Association of Corporate Counsel North Florida Chapter, Fourth Quarter Newsletter 2015

Seventh Circuit Affirms Ruling that "Account Representative" Is Exempt Under FLSA's Outside Sales and "Combination" Exemptions

Littler ASAP

March 29, 2010

Seventh Circuit Holds Verbal Complaints Are Not Protected Activity Under FLSA

Littler ASAP

July 22, 2009

Speaking Engagements

Acknowledging and Accommodating Mental Health Issues in the Workplace

Association of Corporate Counsel – Central Florida Chapter, Orlando, FL

November 14, 2019

Bringing Clarity to the Exempt/Non-exempt Status and US DOL Overtime Regulation

NRMCA's ConcreteWorks 2019, National Ready Mixed Concrete Association, Kissimmee, FL

October 7, 2019

Briefing on DOL Proposed Overtime Regulations

2019 Administrator's Forum (HR-CFO-CIO) One Behavioral Health Association and Florida Council for Community Mental Health, Orlando, FL

May 9, 2019

Managing Challenges that Arise When the Employment Relationship Ends

Association of Corporate Counsel, Central Florida Chapter, Orlando, FL

October 18, 2018

Wage Hour 101: Pay Practice Compliance to Protect Your Organization More Effectively Than Even Captain America's Shield

Home Care Association of Florida Annual Conference, Orlando, FL

July 29, 2018

President Trump's First 100 Days: What Does It Mean for Employers?

Orlando, FL

March 15, 2017

Working on Overtime: Preparing for DOL's Changes to FLSA Overtime Regulations

Orlando, FL

March 16, 2016

What You Should Know About the EEOC and Its Protections for Lesbian, Gay, Bisexual and Transgender (LGBT) Workers

Association of Corporate Counsel, Central Florida Chapter, Orlando, FL

October 14, 2015