

Wendy Buckingham

Shareholder

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Focus Areas

Background Checks
Leaves of Absence and Disability Accommodation
Discrimination and Harassment
Wage and Hour
Litigation and Trials
Class Action

Overview

Wendy Buckingham dedicates her practice to employment litigation and counseling. Wendy has represented employers in a wide range of matters, including:

- Alleged violations of the Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Claims of alleged violations of the Fair Credit Reporting Act's disclosure, authorization, and pre-adverse action requirements
- Employment discrimination and retaliation under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and their state counterparts
- Wage and hour claims under the Fair Labor Standards Act

Wendy's representation extends to proceedings before administrative agencies, such as the Equal Employment Opportunity Commission, the Department of Labor Veterans' Employment and Training Service, the Pennsylvania Human Relations Commission, and the Commonwealth of Pennsylvania's Bureau of Labor Law Compliance. Wendy regularly advises clients on legal compliance issues, drafts employment policies, and conducts in-house training. She has significant experience advising clients on USERRA and military leave questions, Pennsylvania child labor laws, and wage payment transitions from paper checks to electronic payroll methods in all fifty states.

Wendy serves as co-chair of the Veterans Initiative, the firm's affinity group for former servicemembers, current Reserve and National Guard servicemembers, military spouses and family members, and their allies. Wendy is also a core member of Littler's Background Checks practice group, for which she is a frequent contributor.

Wendy currently serves as a lieutenant colonel in the U.S. Air Force Reserve, Judge Advocate General's (JAG) Corps. She is a Purple Heart recipient and was named in President Obama's 2010 Independence Day Celebration Remarks at the White House. As a featured presenter at Littler's 2019 Executive Employer© Conference, she spoke about her military service.

Prior to joining Littler, Wendy gained considerable labor and employment experience working in the Office of the General Counsel for the Department of Homeland Security (DHS) Headquarters in Washington, D.C. and as a JAG officer on active duty. At Notre Dame Law School, Wendy served as editor in chief of the *Journal of College and University Law*.

Professional and Community Affiliations

- Lieutenant Colonel, United States Air Force Reserve, JAG Corps
- Mentor, Travis Manion Foundation, 2021-present
- Alumni Mentor, Notre Dame Law School Mentorship Program, 2015-present
- Chairperson, Military Order of the Purple Heart (MOPH) National Scholarship Committee, 2013 - 2018

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025
- Recipient, Outstanding Legal Assistance for Military Personnel Award (LAMP), *American Bar Association*, 2008
- Recipient, Purple Heart and Air Force Combat Action Medal, wounds received in action on August 21, 2009
- Recipient, Rev. William Corby, C.S.C. Award, for distinguished military service, *University of Notre Dame*, September 11, 2010
- Recipient, USO Military Leadership Award, U.S. Air Force Representative, *United Service Organizations*, April 26, 2011

Education

J.D., Notre Dame Law School, 2007, *cum laude*

B.A., University of Notre Dame, 2004, *magna cum laude*

M.M.A.S., Air Command and Staff College, 2019

Bar Admissions

Texas
Pennsylvania
District of Columbia
New Jersey

Courts

U.S. District Court, Eastern District of Pennsylvania
U.S. District Court, Middle District of Pennsylvania
U.S. District Court, District of New Jersey
U.S. District Court, District of Delaware

Publications & Press

Employers Face June 1, 2024 Deadline to Comply with Lehigh County, Pennsylvania's New Expansive Anti-Discrimination Ordinance

Littler ASAP
May 2, 2024

Updated FCRA Summary of Consumer Rights Released with a Mandatory Compliance Deadline of March 20, 2024

Littler ASAP
March 22, 2023

Littler Names New Leadership for Two Affinity Groups

Littler Press Release
March 7, 2023

San Francisco Issues Paid Military Leave FAQs

Littler Insight
February 21, 2023

San Francisco Mandates Paid Military Leave

SHRM Online
February 8, 2023

New San Francisco Law Requires Supplemental Compensation During Military Leave

Littler Insight
January 27, 2023

Reports About the Wholesale Demise of Claims Against Employers Under the Fair Credit Reporting Act (FCRA) are Premature

Littler Insight

January 17, 2023

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

Littler Press Release

January 4, 2023

Atlanta Amends Anti-Discrimination Ordinance to Include Protections for Gender Expression and Criminal Histories

Littler ASAP

November 10, 2022

How private employers can recruit and retain veterans

HR Dive

November 9, 2022

Atlanta Amends Anti-Discrimination Ordinance to Include Protections for Gender Expression and Criminal Histories

SHRM Online

November 4, 2022

Governor's Veto Will Likely Result in Continued Delayed or Non-Performable Background Checks in California

SHRM Online

October 10, 2022

Governor's Veto Will Likely Result in Continued Delayed or Non-Performable Background Checks in California

Littler ASAP

October 6, 2022

Conversations with Women: From the Military to Law

Littler Podcast

March 30, 2021

Philadelphia Expands Background Screening Ordinances

SHRM Online

February 5, 2021

Philadelphia Enacts Amendments to and Expands Coverage of its Background Screening Ordinances

Littler ASAP

January 26, 2021

Dogs, Coded Notes, Christmas Trees: Attys' Military Memories

Law360

November 9, 2020

New Pennsylvania Law Clarifies the Use of Payroll Debit Cards

Littler ASAP

November 10, 2016

Going Paperless on Payroll? Avoid These 3 Legal Pitfalls

InsideCounsel

September 28, 2016

Speaking Engagements

Human Resources and Employment Matters Review

Goldman Sachs' 10,000 Small Businesses Legal Clinic, Philadelphia, PA

March 21, 2024

Judge Advocate to Law Firm – What You Need to Know

Panelist, Judge Advocates Association, Virtual

March 20, 2024

USERRA Q&A Panel

Panelist, Airlines for America Conference, Washington, D.C.

March 18, 2024

2024 Jobs for JAGs

Panelist, Where to Find a Job – Corporate and Private Practice Panel, Virtual/Washington, D.C

January 10, 2024

Avoid The Crosshairs As CRA Dispute Reinvestigations Are Being Targeted

Professional Background Screeners Association (PBSA)

September 11, 2023

Comparing Apples to Oranges: How USERRA's Comparability Standard May Impact Employee Benefits

Littler Executive Employer Conference, Phoenix, AZ

May 12, 2023

Comparing Apples to Oranges: How USERRA's Comparability Standard May Impact Employee Benefits

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Pardons, Expungements, and Post-Conviction Relief, Oh My!

PBSA Mid-Year Legislative & Regulatory Conference, Arlington, VA
April 17, 2023

2023 Jobs for JAGs

Panelist, Where to Find a Job – Corporate and Private Practice Panel, Virtual/Washington, D.C.
January 10, 2023

Tough Calls: Background Check Processes and Decisions

Client Webinar
October 6, 2022

USERRA Litigation Update

Airlines for America Conference, Honolulu, HI
October 5, 2022

Panel Member, Role of the Private Sector in Preserving the All-Volunteer Force

Citizen-Warrior Coalition, Reserve Organization of America National Convention, Washington, D.C.
September 30, 2022

Speaker, Resiliency in the Face of Life's Battles

Client Webinar
June 30, 2022

Keynote Speaker, Resiliency in the Face of Life's Battles

2022 Professional Women Controllers' National Training Conference, Charlotte, NC
April 20, 2022

Paperless Payroll: Essentials to a Seamless Transition

Lorman Webinar
November 19, 2021

Littler Talks - Wendy Buckingham on Her Military Service

2019 Executive Employer Conference, Phoenix, AZ
May 2019

Member of the Armed Forces Panel

Second Annual Women in the Law Conference: "Working the System: Creating a Women's World from the Inside Out,"
Duke Law School
January 20, 2012