

Lisa (Lee) A. Schreter

Shareholder

Co-Chair, Wage and Hour Practice Group

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Focus Areas

Class Actions

Wage and Hour

Litigation and Trials

Legislative and Regulatory Practice

Alternative Dispute Resolution

Littler PAID Forward

Overview

Lisa "Lee" A. Schreter is co-chair of the Wage and Hour Practice Group and former chairperson of Littler's Board of Directors. She focuses on representing employers in complex class and collective actions involving overtime and other wage-related claims and specializes in helping employers to develop forward-thinking compliance measures that reduce wage and hour disputes and other employment-related issues. She also represents and counsels management clients in connection with all other types of labor and employment matters arising under federal and state laws such as:

- The Fair Labor Standards Act
- The Equal Pay Act
- The Service Contract Act
- State law wage and hour requirements

She regularly appears before federal and state courts, the Department of Labor Wage and Hour Division, and agencies charged with enforcing state law wage and hour requirements in various wage-related and equal employment disputes and appeals. Additionally, Lee is a frequent speaker before industry and trade associations, business organizations and human resource groups concerning employment-related disputes and wage and hour issues.

Lee's clients include those in the following industries:

- Healthcare
- Telecommunications
- Retail
- Hospitality
- Satellite/cable

Lee is a member of Littler's Diversity Council. She previously served as chair of the firm's Nominating Committee and co-chair of the LGBT Affinity Group.

Prior to becoming an attorney, Lee worked in human resources, where she gained extensive experience in wage and hour issues, employee relations, salary and benefit administration and general employment matters.

Professional and Community Affiliations

- Charter Fellow, Litigation Counsel of America
- Member, Atlanta Bar Association
- Member, Litigation, Labor and Employment and Individual Rights sections, American Bar Association
- Member, Committee on Fair Labor Standards, American Bar Association

Recognition

- Named, Outstanding Woman Lawyer, *National Law Journal*, 2015
- Named, Female Powerbroker, *Law360*, 2014
- Named, The Best Lawyers in America®, 2008-2019
- Ranked, "Commended" in the Litigation Category, *North America Innovative Lawyers Report - Financial Times*, 2014
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2012-2018
- Named, Top Lawyers in America, *Corporate Counsel*
- Named, Super Lawyer, Georgia, *Super Lawyers*, 2010-2013
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., Georgia State University, 1991, *cum laude*

M.S.I.R., Georgia State University, 1987

B.A., Ithaca College, 1981

Bar Admissions

Georgia

Courts

U.S. Supreme Court
U.S. Court of Appeals, 1st Circuit
U.S. Court of Appeals, 3rd Circuit
U.S. Court of Appeals, 6th Circuit
U.S. Court of Appeals, 9th Circuit
U.S. Court of Appeals, 11th Circuit
U.S. District Court, Middle District of Georgia
U.S. District Court, Northern District of Georgia
U.S. District Court, Southern District of Georgia

Publications & Press

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Buffalo Wild Wings Case Tests Future of Class Action Waivers

Bloomberg Law

July 12, 2018

FLSA Turns 80: Modern-Day Wage Theft

Law360

June 20, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Federal Overtime Rule Changes Are Coming

SHRM Online

May 11, 2018

Littler and ComplianceHR Launch PAID Forward Solution for Wage and Hour Compliance

Littler Press Release

April 23, 2018

DOL Issues New Information on its PAID Self-Audit and Self-Reporting Program

Littler ASAP

April 20, 2018

Here's Who Snagged First Labor Department Opinion Letters

Bloomberg Law

April 18, 2018

Step-by-Step Guide to Complying with White-Collar Exemptions

SHRM Online

April 16, 2018

Supreme Court Jettisons Narrow Interpretation of Overtime Exemptions

SHRM Online

April 2, 2018

High Court Endorses Broader View of FLSA Exemptions

Law360

April 2, 2018

In Their Words | Using Analytics and AI in Legal Practice

Georgia State News

March 19, 2018

DOL Launches Payroll Audit Independent Determination (PAID) Program to Promote Self-Reporting and Early Resolution of Wage and Hour Claims

Littler ASAP

March 7, 2018

Supreme Court Hears Oral Argument in Service Advisors FLSA Case

SHRM Online

January 22, 2018

Justices Weigh Overtime for Car Service Advisers

Bloomberg Law

January 17, 2018

Watch Out for Wage and Hour Requirements During Holidays

SHRM Online

December 15, 2017

High Court Docket: Unions, Overtime

Human Resource Executive Online

December 6, 2017

The Minimum Wage in 2018: A Rates-Only Update

Littler Insight

November 8, 2017

OT Rule Comments Show Sharp Divide On Salary Threshold

Law360

September 26, 2017

The New Supermodels 2.0

Huffington Post

September 15, 2017

Best Lawyers in America® 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

DOL Wage and Hour Division Getting In Gear After Slow Start

Law360

July 24, 2017

DOL: Opinion Letters Are Back!

Littler ASAP

June 27, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

What's Next For Obama's Embattled Overtime Rule?

Law360

April 4, 2017

Opinion Letters From DOL Could Help Employers 'Get-Out-of-Jail-Free'

Bloomberg BNA Daily Labor Report

March 30, 2017

Littler Appoints New Chair and Elects Three New Members to Board of Directors

Littler Press Release

January 23, 2017

Littler Earns Top Rankings in Financial Times 2016 North America Innovative Lawyers Report

Littler Press Release

December 6, 2016

2016 Trailblazers - Litigation

The National Law Journal

December 5, 2016

With the Election (Mercifully) Behind Us, What Will a Trump Administration Mean for Employers?

Littler Report

November 9, 2016

Morning Shift

POLITICO

November 11, 2016

State Minimum Wage Proposals Could Spike Under Trump

Law360

November 9, 2016

New OT Regs Could Spike FLSA Lawsuits

McKnight's Long-Term Care News

November 5, 2016

Is Your Dental Office at Risk for an FLSA Lawsuit?

Dentistry iQ

October 13, 2016

Littler's Lee Schreter Joins Out Leadership's Global Advisory Board

Out Leadership

September 1, 2016

The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

The DOL's New Overtime Regulations

Today's General Counsel

August 1, 2016

What You Need to Know About FLSA Wage and Hour Lawsuits

TSheets

July 21, 2016

These Two Things Scare Benefits Managers the Most

Employee Benefit News

July 17, 2016

Report Highlights Employers' Biggest Concerns: ACA, New Bias Claims and OT Regs

HR Morning

July 13, 2016

Survey: Overtime Rule, LGBT Discrimination, ACA Have Employers Worried Most

HR Dive

July 13, 2016

Business Executives Concerned about Overtime Rule, Survey Finds

The Hill

July 13, 2016

Littler Survey Shows Employers Grappling With Regulatory, Social Changes

Littler Press Release

July 12, 2016

You're About To Be Hit With An FLSA Overtime Lawsuit

Huffington Post

June 17, 2016

What Georgia Employers Should Know About New Overtime Rule

Daily Report

June 9, 2016

What are the Most Significant Changes the DOL Made to the FLSA's White Collar Overtime Regulations?

Littler Insight

May 31, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

What To Know About The DOL's New Overtime Regulations

Law360

May 26, 2016

U.S. Department of Labor Publishes Final Rule on FLSA Overtime Regulations

Littler ASAP

May 18, 2016

Businesses bracing for new federal overtime rule

Atlanta Business Chronicle

May 20, 2016

New OT Rule Not a Hit with Ga. Employers

The Atlanta Journal-Constitution

May 18, 2016

Overtime Rule Issued; Salary Level to Increase Every Three Years

SHRM Online

May 18, 2016

Littler Offers Compliance Guidance as Overtime Rule Changes Loom

Legaltech News

April 21, 2016

Littler Launches Compliance Solution for New Overtime Rules

Littler Press Release

April 12, 2016

Prominent Women Lawyers Call Out Their Mentors - Who's Yours?

Bloomberg BNA

March 9, 2016

Why the LGBT Movement Needs to Pledge for Parity on International Women's Day

Gay Star Business

March 8, 2016

The Ranks of Female Firm Leaders Are Growing – And So Are Their Dinner Parties

Bloomberg BNA

January 8, 2016

Number of New FLSA Lawsuits Continues to Increase

Bloomberg BNA Labor Relations Week

September 23, 2015

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Overtime Rule May Hurt Workplace Morale

Society for Human Resources Management (SHRM)

August 12, 2015

Overtime Rules Send Bosses Scrambling

The Wall Street Journal

July 21, 2015

DOL Publishes the Proposed Revisions to the White Collar Regulations and Sets a Deadline to Submit Comments

Littler ASAP

July 7, 2015

Big Changes in Overtime Pay, Big Challenges for Companies

Corporate Counsel

July 2, 2015

Adjusting to the DOL's New Overtime > Rules

Human Resources Executive

July 1, 2015

As labor advocates hail Obama's overtime plan, employers brace selves

The Washington Post

July 1, 2015

Employers worry about changing overtime exemption

Business Insurance

June 30, 2015

Overtime Proposed Rule Would Make Workers Earning Below \$50,440 Eligible

Bloomberg BNA

June 30, 2015

How to make sense of Obama's big chances to overtime policy

The Washington Post

June 30, 2015

DOL Releases Proposed Revisions to "White Collar" Overtime Exemptions

Littler ASAP

June 30, 2015

U.S. lawmakers set hearing for foes of Obama overtime pay plan

Reuters

June 8, 2015

Business community awaits details on controversial overtime proposal

InsideCounsel

June 1, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Proposed Overtime Rule Advances to OMB Review

Society for Human Resource Management (SHRM)

May 6, 2015

Outstanding Women Lawyers

National Law Journal

May 4, 2015

Equity Partnership More Attainable For Women At 1-Tier Firms

Law360.com

April 22, 2015

Only 12 BigLaw Firms Have Women Running The Show

Law360.com

April 21, 2015

Female Attys Give Employment Boutiques A Boost In Biz

Law360.com

April 20, 2015

Littler Signs Same Sex-Marriage Amicus Brief in Supreme Court Case

Littler Press Release

March 5, 2015

Prepare for Imminent FLSA White-Collar Regulations

Society for Human Resource Management (SHRM)

February 20, 2015

Job-Misclassification Woes

Human Resource Executive Online

December 22, 2014

5 wage and hour warnings for employers this holiday season

InsideCounsel

December 10, 2014

Avoid Holiday Wage and Hour Traps

Society for Human Resource Management (SHRM)

December 10, 2014

3 Tips for Happy and Less Legally Risky Holidays

Corporate Counsel

December 10, 2014

5 Firms Are GC Faves For Employment Litigation

Law360.com

September 29, 2014

Is wage theft by employers increasing?

ABA Journal

September 3, 2014

More Workers Are Claiming 'Wage Theft'

The New York Times

August 31, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Schreter: Career a product of learning from others

Atlanta Business Chronicle

July 11, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Only 7 BigLaw Firms Have Women Running The Show

Law360.com

April 21, 2014

Female Powerbrokers Q&A: Littler's Lee Schreter

Law360.com

February 20, 2014

Littler Names Lisa "Lee" Schreter as Chair of Board of Directors

Littler Press Release

January 28, 2014

Misclassification litigation remains key concern for employers, says survey

HR.BLR.com

November 11, 2013

Documentation Key to Fighting 'Job Deflation' In Wage and Hour Lawsuits, Law Firm Says

Bloomberg BNA Human Resources Report

November 11, 2013

Safeguards Can Protect Against Misclassification Lawsuits

Society for Human Resource Management (SHRM)

November 6, 2013

Misclassification litigation worries almost half of employers: Survey

Business Insurance

October 31, 2013

Are you ready for a wage-and-hour audit? One may be on the horizon

HR Morning

October 30, 2013

Beware 'Misclassification Creep' in Employee Exemption

Corporate Counsel

October 30, 2013

Survey Says Employers Worry About Audits, Lawsuits Alleging Employee Misclassification

Bloomberg BNA Daily Labor Report

October 30, 2013

Littler Survey Finds Misclassification Litigation Remains A Key Area Of Concern For Employers

Littler Press Release

October 29, 2013

Worker Misclassification Suits, DOL Audits A Worry For Cos.

Law360.com

October 29, 2013

Littler Survey Finds Misclassification Litigation Remains a Key Area of Concern for Employers

Citybizlist Atlanta

October 29, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Littler Press Release

May 24, 2013

White House Faces Gay Marriage Court Deadline

National Public Radio (NPR)

February 25, 2013

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute

Littler Report

February 21, 2013

Tech Support

HR Magazine

February 1, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Overtime Pay: Exempt or Not?

Industry Week

August 15, 2012

Pharmaceutical sales reps can't receive overtime pay under FLSA

InsideCounsel

July 2012

Christopher V. SmithKline: Impact On Pharma — And Beyond

Law360.com

June 29, 2012

U.S. Supreme Court Holds Pharmaceutical Sales Representatives Are Exempt Outside Sales Employees and Rebukes DOL's Efforts to Regulate Via Amicus Filings

Littler Insight

June 20, 2012

SCOTUS: No overtime pay for sales reps; no deference for Labor

Scrip Pharmaceutical News

June 19, 2012

U.S. top court rules for Glaxo on overtime pay

Reuters

June 18, 2012

Justices 5-4 Reject Labor Department View, Find Pharmaceutical Sales Reps FLSA-Exempt

Bloomberg BNA Daily Labor Report

June 18, 2012

Sales Reps v. Pharma: The Overtime Issue

Pharmaceutical Executive

April 25, 2012

Off the clock: Employees fighting for overtime pay

MSNBC.com

April 18, 2012

SCOTUS labours over pharma sales rep pay, backdoor rulemaking

Scrip Pharmaceutical News

April 17, 2012

U.S. Supreme Court Debates Status of Pharma Sales Reps

BioWorld

April 17, 2012

Drug Reps' OT Case To Take Center Stage At High Court

Law360.com

April 16, 2012

Supreme Court Wrestles With Overtime Pay For Pharmaceutical Sales Reps

International Business Times

April 16, 2012

Wage and Hour Class Actions in the Healthcare Industry

Littler Report

March 21, 2012

You Can't Opt-Out of the Federal Rules: Why Rule 23 Certification Standards Should Apply to Opt-In Collective Actions under the FLSA

Federal Courts Law Review

October 2011

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Not all commute time compensable under “continuous workday” rule

InsideCounsel

August 1, 2011

Labor Department Stiffens Incentive Pay for Flex Workweek Employees

Workforce Management

April 15, 2011

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011

Littler Press Release

August 9, 2010

Littler Attorneys Honored by Chambers USA

Littler Press Release

June 21, 2010

Wage and Hour Class Actions in the Healthcare Industry: Diagnosis and Prevention

Littler Report

June 2, 2010

61 Littler Attorneys Named to The Best Lawyers in America® 2010

Littler Press Release

August 14, 2009

The Emerging New Workforce: Employment and Labor Law Solutions for Contract Workers, Temporaries, and Flex-Workers

Littler Report

May 11, 2009

Lee Schreter Discusses Complexities of FLSA Compliance

Law360.com

January 22, 2009

New Friends in the Lion's Den: Call the U.S. Labor Department Before it Calls You

HR Magazine

December 1, 2008

51 Littler Attorneys Named to The Best Lawyers in America

Littler Press Release

October 31, 2008

Out in the Office

InsideCounsel

May 1, 2008

Total Wage and Hour Compliance: An Initiative to End the Wage and Hour Class Action War

Littler Report

April 21, 2008

Emerging Defense Might Help End Wage and Hour

Society for Human Resource Management (SHRM)

April 11, 2008

Working Overtime: A Troublesome Matter for Employers

Entrepreneur Magazine

February 1, 2008

Lee Schreter Suggests a Talk with the DOL

HR News Online

February 20, 2007

Lee Schreter Notes New Tide of Democrats May Not Relax SOX Laws

Compliance Weekly

November 14, 2006

Lee Schreter Notes Tightening on Travel Compensation Rules

InsideCounsel

August 1, 2006

Lee Schreter Warns Employers to be Wary about Wage and Hour Violations

InsideCounsel

May 30, 2006

Lisa Schreter Breaks Down the Further Implications from 'Donning and Doffing' Case

Society for Human Resource Management (SHRM)

December 5, 2005

Communicating With and Obtaining Declarations From Putative Class Members

Conquering Mount Clemens: Blocking the Mount Clemens Burden-Shifting Framework with Preventative Measures

Work Place Privacy Issues in the Era of Electronic Communications

Workplace Harassment Litigation: The Use of Forensic Experts and Discovery of Prior Sexual History under Federal Rule of Evidence 412

The Civil Rights Act of 1991; Procedural Issues; Retroactivity, and Seniority Systems

Fighting Fire with Faragher: Using a Sexual Harassment Defense to Stamp Out Wage & Hour Claims

Wage-Hour Class Actions: The Newest Assault on Pay Practices

Dodge the Double Whammy: Build Your Good-Faith Defense to Wage and Hour Claims to Reduce Liability in Two Ways

Wage and Hour Class Actions in the Healthcare Industry: Diagnosis and Prevention in 2010

The Use of Forensic Experts in Sexual Harassment Related Litigation

Off the Clock: FLSA Compliance the Internal Audit and the Department of Labor

Adopting the Avoidable Consequences Affirmative Defense: Applying the Lessons of Ellerth/Faragher to FLSA Claims

Gender Identity and Expression: The New Frontier for Workplace Protection Against Discrimination

Developing a 'Clock-Work' State of Mind: Avoid 'Off-the-Clock' Work Claims by Non-Exempt Employees

When "On-Call" is "On-the-Clock"

Using Rule 23 to Define FLSA Class Actions: A Solution to the 'Similarly Situated' debate

A Minute A Day Equals Millions in Back Pay; The Fair Labor Standards Act: An Outdated Statute Comes of Age

New Friends in the Lion's Den: Call the U.S. Labor Department Before it Calls You

Speaking Engagements

The Thrill of Victory and the Agony of Defeat: Strategies that Work (and Don't) When Defending and Preventing Class and Collective Actions

Littler Executive Employer, Phoenix, AZ

May 4, 2018

Understanding the DOL's PAID Program: What it Means and How to Self-Audit for Compliance Success

Littler Executive Employer, Phoenix, AZ

May 3, 2018

2018 General Session

Littler Executive Employer, Phoenix, AZ

May 3, 2018

Understanding the DOL's Upcoming PAID Program - What it Means and How to Self-Audit for Compliance

April 3, 2018

Understanding the DOL's Coming PAID Program — What it Means and How to Self-Audit for Compliance Success

March 21, 2018

Wage and Hour Update: Retrenching on the Federal Level and Continued Activism on the Local Level

May 11, 2017

Countdown to the New DOL Regulations

September 30, 2016

DOL Issues Final Overtime Rule - May 26

May 26, 2016

DOL Issues Final Overtime Rule - May 23

May 23, 2016

DOL Issues Final Overtime Rule - May 20

May 20, 2016

DOL Issues Final Overtime Rule - May 19

May 19, 2016

Guidance for Navigating DOL's Proposed Changes to White Collar Regulations

Atlanta, GA

November 4, 2015

2015 Southeast Employer Conference

Atlanta, GA

August 20, 2015

Proposed Changes to the Overtime Regulations

July 1, 2015

Interns: The Next Wave of Class Action Lawsuits

New York, NY

August 6, 2013

Pre-Complaint Litigation Armoring: Building Advance Defenses to Common Wage and Hour Class Claims

February 28, 2013

President Obama's Second Term: Weathering the Compliance Storm

Atlanta, GA

February 26, 2013

Out & About: LGBT Issues and the Globally Mobile Workforce

Littler Mendelson, Washington D.C.

November 9, 2012

Class Action Summit

Pasadena, CA
October 22, 2012

Atlanta Employer Conference

Atlanta, GA
September 28, 2012

Top 10 Challenges Employers will Face in 2013

Littler Mendelson, Atlanta, GA
September 28, 2012

2011 Employment Law Conference

Atlanta, GA
September 23, 2011

Are You Complying with the Recent FLSA Tip Credit Regulation Changes?

July 14, 2011

The 2011 Littler Health Care Summit

New York, NY
June 8, 2011

Tips, Tip Pooling, and Tip Credits: What Service Employers Need to Know

New York, NY
May 2, 2011

Weathering the New Wave of Wage & Hour Claims and Class Actions

New York, NY
May 12, 2010

Lee Schreter Presents at Managing Wage & Hour Risks 2010

New York, NY
February 11, 2010

Class Action Litigation in the Long Term Care Industry: Strategy and Avoidance

December 10, 2009

Class Action Litigation in the Healthcare Industry

November 5, 2009

The MA Wage & Hour War: Dealing with Skyrocketing Liability in a Down Economy

July 22, 2009

Midwest Employers Confront the Wage & Hour War: Dealing with Skyrocketing Liability in a Down Economy

July 15, 2009

The WA Wage & Hour War: Dealing with Skyrocketing Liability in a Down Economy

June 23, 2009

Littler Mendelson's Breakfast Briefing for the Greater New York Chapter of the Association of Corporate Counsel

New York, NY

December 1, 2005

"Updates in Title VII Employment Discrimination Claims" Workshop at 2005 Lavendar Law®

San Diego, CA

October 28, 2005

Books & Book Chapters

- Fair Labor Standards Act, *American Bar Association*