

Barbara Rittinger Rigo

Shareholder

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Practice Areas

Discrimination and Harassment
Business Restructuring and M&A
Leave and Accommodation
Wage and Hour
Litigation and Trials
HR Advice and Counsel
Energy
Investigations

Overview

Barbara Rittinger Rigo focuses her practice on representing management in a wide range of labor and employment matters, including:

- Trials for race, gender, age, disability and national origin discrimination claims
- Arbitration
- Mediation
- Family and Medical Leave Act litigation
- Wage and hour class actions
- Trade secret law
- Workplace investigations

She is an experienced trial attorney and defends clients in all types of industries, including hospitality, pharmaceutical, financial services, health care, energy and transportation, in state and federal courts, as well as before administrative agencies such as the Equal Employment Opportunity Commission, the Pennsylvania Human Relations Commission, the National Labor Relations Board, the Department of Labor and state and federal departments of labor.

Barbara focuses a large part of her practice on counseling employers on day-to-day compliance with local, state and federal statutes, such as:

- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- Title VII
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- The Genetic Information Nondiscrimination Act (GINA)
- Wage payment collection laws
- Worker Adjustment and Retraining Notification Act (WARN)

She is a frequent speaker on those and other topics. She also drafts and reviews employer policies and employment and severance agreements for clients spanning numerous industries. She also regularly performs workplace investigations and prepares reports for employers on compliance, harassment and other workplace matters.

Barbara was one of the inaugural members of the Human Relations Commission for the Township of Haverford, Pennsylvania. She is also a member of various diversity advisory committees and local nonprofit and civic boards. Prior to joining Littler, she was an associate at two large firms in Pittsburgh and Philadelphia. In law school, she was a senior editor of the *Dickinson Law Review*.

Professional and Community Affiliations

- Member, Philadelphia Diversity Law Group

Events & Speaking Engagements

Employment Challenges in the Post-Pandemic Age of Substance Abuse

Philadelphia, PA

May 2, 2023

2022 Philadelphia Regional Employer Conference

Philadelphia, PA

October 28, 2022

Leave time In Pennsylvania

Pennsylvania Bar Institute

March 25, 2021

We're (Almost) Open: Obligations Employers Will Need to Consider as Businesses Prepare to Resume

May 27, 2020

Between a Rock and a Hard Shelter-in-Place | Challenges Employers Will Face When Returning to Work

May 12, 2020

Leveraging Diversity of Thought

The Chamber of Commerce for Greater Philadelphia

April 12, 2019

Doggy Dilemmas: Accommodating Service Animals for Employees and Customers

Philadelphia, PA

September 6, 2018

Doggy Dilemmas: Accommodating Service Animals for Employees and Customers

Washington, DC

September 5, 2018

Navigating the Use and Abuse of the FMLA

Pennsylvania Bar Institute, Philadelphia: July 11, 2017. Mechanicsburg/Simulcast: July 18, 2017

Transgender Bathrooms: A New Security Challenge

ASIS International, Orlando, FL

September 12, 2016

Managing Leaves of Absence: The Interplay of the FMLA and ADA

Philadelphia, PA

June 2, 2015

Medical Inquiries and Exams—An Employer's Guide

Society for Human Resource Management, Southeastern Pennsylvania Chapter (SEPA SHRM), Philadelphia, PA

November 18, 2014

The Trial of a Retaliation Case

20th Annual Employment Law Institute - Pennsylvania Bar Institute

April 25, 2014

Dealing with a Problem Employee

Pennsylvania Bar Institute

September 24, 2013

Family and Medical Leave Update

Pennsylvania Bar Institute

August 2013

Preparing The Groundwork To Enforce Non-competes

Philadelphia, PA

September 13, 2012

UNDER ATTACK! Independent Contractor and Contingent Worker Classifications

Pennsylvania Bar Institute

February 28, 2012

Social Media Grows Up: The Safe, Legal, and Effective Business Use of Social Media

Wharton Council on Employee Relations

February 21, 2012

Dealing with a Problem Employee

Pennsylvania Bar Institute

2011

How to Start Your Own Business

Pennsylvania Bar Institute

2010

Religious Accommodation

Pennsylvania Bar Institute

2010

Recognition

- Named, The Best Lawyers in America® , 2018-2025
- Named, Stand-Out Lawyer *Thomson Reuters*, 2022, 2024
- Woolsack Honor Society

Education

J.D., Pennsylvania State University, Dickinson School of Law, 1995

B.A., Saint Mary's College, 1991

Bar Admissions

Pennsylvania

Courts

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, Eastern District of Pennsylvania

U.S. District Court, Middle District of Pennsylvania
U.S. District Court, Western District of Pennsylvania

Publications & Press

Philadelphia Issues Rules on COVID Paid Sick Leave, and Revises “During COVID” Rules for Regular and Healthcare Employee Paid Sick Leave

Littler ASAP

March 6, 2023

Philly workers can dispute their potential employer over marijuana testing. But do they know about it?

In the News

January 25, 2023

Delaware Joins the Family (Paid Family-Medical Leave, That Is)

Littler ASAP

May 18, 2022

Philadelphia’s COVID-19 Paid Leave Ordinance for 2022 and 2023

Littler ASAP

March 10, 2022

Pennsylvania Appeals Court Determines State’s Medical Marijuana Act Includes a Private Right of Action for Employees

Littler ASAP

August 19, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Philadelphia Strengthens Workplace Protections for Domestic Violence Victims

External Publication

May 25, 2021

Philadelphia Strengthens Workplace Protections for Victims of Domestic Violence

Littler ASAP

May 14, 2021

Philadelphia Enacts 2021 Public Health Emergency Leave Ordinance

Littler ASAP

April 5, 2021

Essential workers exposed to COVID-19 are reporting to work when they can't get paid to quarantine

In the News

January 20, 2021

Philadelphia Pandemic Laws Require Additional Paid Leave for Employees and Gig Workers, Other Pay and Benefits for Healthcare Workers

Littler ASAP

September 18, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

Certain Non-Life-Sustaining Businesses in 37 Pennsylvania Counties Permitted to Reopen, but Must Implement Specific Health and Safety Measures

Littler ASAP

May 13, 2020

Certain Businesses in 24 Pennsylvania Counties Permitted to Reopen, but Must Implement Specific Health and Safety Measures

Littler ASAP

May 5, 2020

Philadelphia Clarifies City's WARN Act to Account for COVID-19-Related Closures

Littler ASAP

April 22, 2020

Significant New COVID-19 Health and Safety Requirements Imposed on Pennsylvania Businesses

Littler ASAP

April 16, 2020

Layoffs vs. furloughs: What's the difference and what does it mean for unemployment benefits in Pa.?

In the News

April 3, 2020

Update on Pennsylvania COVID-19 Business Closures: Impending Waiver Deadline – Friday, April 3, 2020 at 5 p.m.

Littler ASAP

April 3, 2020

Philadelphia Updates Non-Essential Business Closures Due to COVID-19 and Mandates Residents Stay at Home

Littler ASAP

March 23, 2020

Pennsylvania Closes All Non-Life-Sustaining Businesses Effective Immediately Due to COVID-19

Littler ASAP

March 20, 2020

Pennsylvania and Philadelphia Non-Essential Business Closures Due to COVID-19

Littler ASAP

March 17, 2020

Pennsylvania Court Finds Private Right of Action for Employees Under State's Medical Marijuana Law

Littler ASAP

February 14, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Diversity of Thought as a Business Imperative

In the News

April 22, 2019

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

Press Release

August 15, 2018

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

Press Release

August 17, 2017

Philadelphia Issues Employer Poster for New Paid Sick Leave Ordinance and Creates New Agency for Enforcement

Littler ASAP

April 30, 2015

Philadelphia Enacts Paid Sick Leave Ordinance for Virtually All Employers

Littler ASAP

February 14, 2015

The 3rd Circuit tells employers that saying 'it's in the mail' does not prove receipt of FMLA notice

External Publication

September 3, 2014

Mailing of FMLA Notices Insufficient, Third Circuit Rules

In the News

August 18, 2014

When it Comes to an FMLA Notice—the Post Office May Not Deliver For You in the Third Circuit

Littler ASAP

August 14, 2014

She Complained, But I'll Sue: Third-Party Employment Retaliation Claims After Thompson

New Jersey Law Journal

April 18, 2011