



## Jacqueline Phipps Polito

Office Managing Shareholder

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### Practice Areas

Investigations  
Litigation and Trials  
Discrimination and Harassment  
Class Action  
Labor Management Relations  
Higher Education  
Healthcare  
Home Health and Home Care

### Overview

Jacqueline Phipps Polito is a trial attorney with substantial experience in all aspects of traditional and nontraditional labor and employment litigation. She represents both public and private sector clients, at the trial and appellate level. She has significant collective bargaining and labor relations experience. Her practical approach, combined with her management background, enables her to offer strategic employment advice to clients, recognizing the global needs of the organization.

She practices in state and federal courts and is admitted to practice in the United States Supreme Court. Her practice areas are:

- Employment discrimination law and litigation
- The New York State Human Rights Law
- Public Employment Relations Board (PERB)
- National Labor Relations Board (NLRB)
- Article 78 proceedings
- Public sector law
- Education law
- Litigating all aspects of cases involving protection of trade secrets and post-employment restrictions

- Labor relations
- Collective bargaining
- Arbitrations
- The Fair Labor Standards Act

Jackie also provides clients with employment counseling and training. She has authored numerous articles and conducted numerous seminars regarding developments in both the private and public sector employment law areas, including:

- Conducting efficient, effective, and lawful workplace investigations
- Contract compliance
- Policy and procedure updates
- Laws prohibiting discrimination in employment
- Workplace harassment
- Terminations in the public sector
- Collective negotiations
- Hiring and firing public sector employees
- Civil service law
- Interest based bargaining

Prior to joining Littler Mendelson's Rochester office, Jackie served as the Chief Human Capital Initiatives Officer and Chief Labor Negotiator for the Rochester City School District, the area's third largest employer, where she oversaw and managed human resources, employee benefits, and labor relations. Immediately prior to that, she was a partner at another firm, where she served as a member of the Labor and Employment Group.

## **Professional and Community Affiliations**

- Member, New York State Bar Association
- Member, Nominating Committee, Greater Rochester Area Women's Bar Association, 2006
- Board Member, Encompass Resources for Learning, 2013-2015
- Trustee, Seneca Park Zoo Society, 2007-2010
- Co-chair, Mentoring Committee, Greater Rochester Area Women's Bar Association, 2008-2009
- Member, Executive Committee, Torts, Insurance and Compensation Law Section, 2000-2008
- Chair, Monroe County Ethics Committee, 2005-2008
- Member, Gender Equity Taskforce, 2007
- Officer and Member, Board of Directors, Women's Council of the Rochester Business Alliance, 2000-2004
- Officer and Member, Board of Directors, Rochester Women's Network, 2002-2004
- Former Member and Lector, Parish Council - St. Ambrose Church
- Former Member, Board of Directors, DePaul Community Services
- Former Member, Zoning Board - Town of Irondequoit

## **Events & Speaking Engagements**

**2025 Employment Law Legislative Updates: What's New & Upcoming in New York & Around the Country**

January 30, 2025

**2024 Tri-State Regional Employer Conference**

New York, NY

September 19, 2024

**Labor Unions and Campus Protests: A Moderated Legal Discussion**

June 5, 2024

**Conducting Lawful Investigations in the New Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Higher Education Labor Organizing Update**

April 18, 2024

**2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

**Conducting Lawful Investigations in the Evolving Workplace**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**Working Here, Working There, Working Everywhere: Post-Pandemic Remote Work Challenges**

NHRA

February 15, 2023

**2022 New York Employment Law Update - Union Organizing**

Fairport, NY

November 8, 2022

**Conducting Lawful Investigations in the Evolving Workplace**

Littler Executive Employer Conference

May 4, 2022

**Late Night with Littler: A Healthcare Industry Roundtable**

Littler Executive Employer Conference

May 4, 2022

**Sticky Situations: Handling Sensitive Employment Challenges in a Pandemic**

October 30, 2020

**Investigations Under New Title IX Regulations**

July 9, 2020

**Back to Work in New York? Littler Discusses Whether and How to Reopen**

May 26, 2020

**Everything Changes in a New York Minute**

April 30, 2020

**Conducting Lawful Investigations in the Wake of #MeToo**

2019 Littler Executive Employer, Phoenix, AZ

May 10, 2019

**A Corporate Balancing Act: Business Need vs. Legal Risk**

Annual NYS SHRM event

September 2018

**Paddling in the Same Direction: Manage, Motivate & Improve Performance Before & After Problems Begin**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Healthcare Roundtable**

Littler Executive Employer, Phoenix, AZ

May 2, 2018

**From Harvey Weinstein to [Insert Name]: Preventing Harassment in the Workplace and What to Do When Claims are Made**

Fairport, NY

March 20, 2018

**Second Annual Canada Conference**

Toronto, ON

November 1, 2017

**Managing, Motivating and Improving Performance**

New York State Council SHRM

September 24, 2017

**The Ins and Outs of Internal Investigations**

Compliance Week 2017, Washington, D.C.

May 21, 2017

**Conducting Efficient, Effective, and Lawful Workplace Investigations**

The 2017 Executive Employer® Conference, Phoenix, AZ

May 12, 2017

**Update Your Status: Current Legal Risks Related to Social Media in the Workplace**

Fairport, NY

March 28, 2017

**Looking Back and Looking Ahead: Continuing Compliance with New York's Hospitality Wage Order**

Fairport, NY

March 2, 2017

**Drug Testing Employees in New York: Union, Medical, and OSHA Issues**

Fairport, NY

May 25, 2016

**Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques and Avoiding the Common Pitfalls**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

**There's Something Happening Here (What it is ain't exactly clear)**

Fairport, NY

June 16, 2015

**Pressing Issues for Higher Education: Title IX Compliance and Union Organizing on Campus**

Fairport, NY

April 28, 2015

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

Fairport, NY

March 3, 2015

**Annual NY Legal Update: The Top Employment and Labor Issues Affecting New York Employers**

Fairport, NY

November 18, 2014

## **The Impact of Social Media on Employers and Workplace Violence**

Fairport, NY

March 5, 2014

## **Hot Topics: Current Employment and Labor Issues Affecting New York Employers**

Fairport, NY

October 16, 2013

## **The Impact of the 2012 Elections on Labor, Employment and Benefits Law**

Fairport, NY

January 24, 2013

## **Leave Me Alone: Handling FMLA Leave Abuse and Post-FMLA Accommodation**

September 28, 2012

## **Collective Bargaining Strategies in a Challenging Economic & Regulatory Environment**

Littler Mendelson, Scottsdale, AZ

May 10, 2012

## **A Look Back / A Look Forward Legal Update: The Top Employment and Labor Issues Affecting New York Employers**

Fairport, NY

April 26, 2012

## **Recognition**

- Named, The Best Lawyers in America® , 2016-2025
- Ranked, Labor & Employment *Chambers USA*, 2021-2024
- Named, The Power 20, Labor and Employment Law, *The Daily Record*, 2022-2023
- Named, Top 10 Most Influential Labor & Employment Lawyers in Upstate New York *Business Today*, 2023
- Named, The Power 50 Law *Rochester Business Journal* , 2022
- Awarded, Distinguished® Peer Review Rating *Martindale-Hubbell*, 2022
- Named, Power 30 Law *Rochester Business Journal*, 2021
- Named, Lawyer of the Year, Rochester, *The Best Lawyers in America®* , 2020
- Recipient, Women of Excellence Award *Rochester Business Journal*, 2018
- Named, Top Women in Law, Excellence in Law Awards, *Daily Record*, 2017
- Named, Recommended Lawyer, Labor Management Relations, *Legal 500 United States*, 2016
- Named, Super Lawyer, Upstate New York, *Super Lawyers*, 2007-2008, 2012-2015
- Recipient, Sheldon Hurwitz Award *New York State Bar Association*, 2007
- Finalist, Athena Award , 2006
- Named, Up & Coming Attorney *The Daily Record*, 2004
- Named, 40 under 40 *Rochester Business Journal*, 2002

## Education

J.D., Albany Law School, 1993, *cum laude*

B.A., State University of New York at Binghamton, 1990

## Bar Admissions

New York

## Courts

U.S. Supreme Court

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

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

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

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

U.S. Bankruptcy Court, Western District of New York

## Publications & Press

### **What Should Educational Institutions Do Next for Title IX Now That Biden's Final Rule Was Blocked by a Federal Judge?**

*Littler ASAP*

January 14, 2025

### **2024 Power Law Lists: Jacqueline Phipps Polito**

*In the News*

July 19, 2024

### **Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

### **Webinar discusses how to stay on top of legal and regulatory changes**

*In the News*

February 27, 2024

### **RBJ presents the 2023 Power 50 Law**

*In the News*

December 22, 2023

### **Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

**The Daily Record's Power 20 Labor & Employment Law 2023: Jacqueline Phipps Polito**

*In the News*

April 27, 2023

**RBJ's Power 50 Law 2022**

*In the News*

December 30, 2022

**Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

**The Daily Record's Power 20 Labor & Employment Law 2022**

*In the News*

April 28, 2022

**Conversations with Women: Perspectives from Littler Alumnae**

*Littler Podcast*

March 15, 2022

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

*Press Release*

August 19, 2021

**The not-so-innocuous side of inoculations — assessing whistleblower risks when requiring COVID-19 vaccines for your employees**

*External Publication*

June 9, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Press Release*

May 27, 2021

**Lawyers and remote work: 'No universal truth'**

*In the News*

October 7, 2020

**COVID doesn't change hiring process**

*In the News*

September 30, 2020



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

*Press Release*

August 20, 2020

**Littler Celebrates 10 Years in Rochester**

*Press Release*

October 29, 2019

**Western New York lifestyle helps attract legal talent in a tight job market**

*In the News*

September 27, 2019

**Polito now leads local Littler office**

*In the News*

August 23, 2019

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

*Press Release*

August 15, 2019

**Littler Shareholder Jacqueline Phipps Polito Appointed Rochester Office Managing Shareholder**

*Press Release*

August 1, 2019

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

*Press Release*

August 15, 2018

**Hard Work Can Overcome Bias in Legal Industry**

*In the News*

June 22, 2018

**Employers Must Plan, Be Compassionate, Follow Laws for Layoffs**

*Democrat & Chronicle*

May 13, 2018

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

*Press Release*

August 17, 2017

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

*Press Release*

August 16, 2016

**Littler Ranks in The Legal 500 United States Guide**

*Press Release*

June 20, 2016

**A Stronger Defense Against Trade Secret Theft**

*External Publication*

June 17, 2016

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

*Press Release*

August 18, 2015

**Common Handbook Rules May Violate the NLRA**

*External Publication*

April 24, 2015

**Littler Elevates 16 Attorneys to Shareholder**

*Press Release*

January 5, 2015

**Opting Out: Supreme Court Holds Public Sector Unions Cannot Force Non-Members to Pay Agency Fees Subsidizing Political Speech**

*Littler ASAP*

June 26, 2012

**Supreme Court: Non-Members May Opt-out of Union Agency Fees That Subsidize Political Speech**

*Littler ASAP*

June 25, 2012