



## Jillian S. Folger-Hartwell

Shareholder

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## Practice Areas

Litigation and Trials  
Discrimination and Harassment

## Overview

Jillian Folger-Hartwell's practice focuses exclusively on representing management and litigating and advising on labor and employment law matters. Jillian devotes a substantial portion of her practice to compliance, especially as it relates to managing leaves of absence under the Family and Medical Leave Act, disability issues under the Americans with Disabilities Act, and compliance with other similar state laws. Jillian represents unionized employers, negotiating collective bargaining agreements and defending employers in labor arbitrations.

Jillian has extensive experience representing employers in the healthcare, higher education and hospitality industry settings. Jillian also defends employers against discrimination claims based on race, sex, age, religion, national origin, disability and other protected classes, including matters related to:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Rhode Island Fair Employment Practices Act
- Massachusetts General Laws, Chapter 151(b)

Jillian's litigation experience extends to claims for violations of noncompetition and confidentiality agreements, misappropriation of trade secrets, and unfair competition claims.

Jillian routinely conducts in-house training on employment-related topics, including anti-harassment training seminars.

## **Professional and Community Affiliations**

- Member, Government Affairs Committee, Greater Providence Chamber of Commerce
- Former Vice President, Board of Directors, Rhode Island Coalition Against Domestic Violence

## **Events & Speaking Engagements**

### **2024 New England Regional Employer Conference**

Boston, MA

October 24, 2024

### **An Overview of Paid Leave Laws in New England**

June 5, 2024

### **Discipline Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

March 20, 2024

### **2024 Rhode Island Employment Update**

Providence, RI

January 25, 2024

### **2023 New England Regional Employer Conference**

Boston, MA

November 14, 2023

### **Social Media and Labor Arbitrations**

24th Annual Labor Arbitration Conference

November 6, 2023

### **How to Bring Rhode Island Employee Handbooks into Compliance**

National Business Institute

April 6, 2023

### **2022 New England Regional Employer Conference**

Boston, MA

November 15, 2022

### **Video Hearing Forever or Never More?**

URI Schmidt Labor Research Center Arbitration Conference

November 7, 2022

**2021 New England Virtual Employer Conference**

November 9, 2021

**Managing the Complexities of Paid Sick and Family Leave Laws – What We’ve Learned So Far and What We Expect Going Forward**

2021 Tri-State SHRM Virtual Event

April 28, 2021

**COVID-19 Vaccinations: To Mandate or Not to Mandate and Other Pressing Questions**

Providence, RI

April 8, 2021

**COVID-19 Vaccines: What Employers Need to Know**

Rhode Island SHRM

March 16, 2021

**Is the East Coast the New West Coast When It Comes to Employment Laws?**

Tri-State SHRM Conference

August 10, 2020

**The Rhode to Recovery**

April 22, 2020

**COVID-19 - Guidance for HR Professionals**

Rhode Island SHRM Webinar

March 26, 2020

**Coveting Covenants: A Deep Dive into Noncompetes – Their Risks and Rewards**

2019 New England Employer Conference, Newton, MA

September 27, 2019

**2019 Rhode Island Employment Update**

Providence, RI

May 21, 2019

**2018 Rhode Island Employment Law**

Providence, RI

May 15, 2018

**On the Rhode Again: Paid Sick Leave Drought Ends with New Rhode Island Law**

October 30, 2017

**Rhode Island Employment Law Update**

Providence, RI

May 2, 2017

**Employment Law: 2015 Comprehensive Guide**

National Business Institute, Providence, RI

October 21, 2015

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now??**

Providence, RI

September 15, 2015

**Hiring and Terminating Employees in the Current Economy**

Sterling Education Services, Providence, RI

June 3, 2015

**ADA and FMLA Updates and Interplay**

Sterling Education Services, Providence, RI

June 3, 2015

**Workplace Injuries: HR Strategies to Avoid the Top Mistake**

National Business Institute (NBI) Webinar

June 4, 2014

**Rhode Island Employment Law Update**

Providence, RI

May 22, 2014

**Legislative Update**

Association for Healthcare Human Resources Administration of RI (AHRARI), Providence, RI

November 21, 2013

**Employee Documentation, Discipline & Discharge**

February 13, 2013

**Human Resource Law: What You Need to Know**

National Business Institute Seminar, Providence, RI

December 7, 2011

**New Rules Implementing the Genetic Information Nondiscrimination Act**

CLE Presentation

February 2011

### **Whistleblower Claims**

Labor and Employment Law Conference - University of Rhode Island  
May 7, 2010

### **Workplace Investigations in the Age of Technology**

CLE Presentation  
April 2010

### **Employment and Labor Update: Recent State and Federal Legislative and Judicial Developments**

CLE Presentation  
April 2010

### **Litigating ERISA Claims**

National Business Institute Symposium  
June 2009

### **COBRA Changes Under the American Recovery and Reinvestment Act**

CLE Presentation  
March 2009

### **Advising Your Client on Lawful Termination Procedures**

National Business Institute Symposium  
January 2008

## **Education**

J.D., Boston College Law School, 2003, *cum laude*  
B.A., Stonehill College, 1994, *magna cum laude*

## **Bar Admissions**

Rhode Island  
Massachusetts

## **Courts**

U.S. District Court, District of Rhode Island  
U.S. District Court, District of Massachusetts  
U.S. District Court, District of Connecticut

## **Publications & Press**

**Rhode Island's Payment of Wages Act Imposes Felony Penalties on Employers**  
*External Publication*

October 3, 2023

**Rhode Island's Amended Payment of Wages Act Now Imposes Felony Penalties on Employers**

*Littler ASAP*

September 22, 2023

**Rhode Island Enacts Comprehensive Pay Equity Law**

*Littler ASAP*

July 28, 2021

**Reopening Rhode Island Phase 1: A Practical Guide for Employers**

*Littler ASAP*

May 8, 2020

**A COVID-19 Guide for Rhode Island Employers**

*Littler ASAP*

March 17, 2020

**Rhode Island Joins the New England Trend to Limit Noncompete Agreements**

*External Publication*

August 21, 2019

**Rhode Island Joins the New England Trend with a Law Placing Substantial Limitations on Noncompete Agreements**

*Littler ASAP*

August 12, 2019

**Maine Earned Leave Act: Maine Really is the Vacation State**

*Littler ASAP*

June 12, 2019

**Littler Elevates 28 Attorneys**

*Press Release*

January 2, 2019

**End-of-Year Washington State (and Local) Paid Sick and Safe Time Issues**

*Littler ASAP*

December 20, 2018

**Rhode (Island) Rage: New Paid Sick and Safe Rules May Frustrate Employers**

*Littler ASAP*

May 21, 2018

**On the Rhode Again: Paid Sick Leave Drought Ends with New Rhode Island Law**

*Littler ASAP*

October 2, 2017

**Rhode Island Enacts Legislation Requiring Accommodations for Pregnant Employees**

*Littler ASAP*

July 15, 2015

**Supreme Court Adopts 'Arm's-Length' Standard for Assessing Adviser Compensation Claims under the Investment Company Act of 1940**

*Bender's Labor & Employment Bulletin*

June 2010

**Veto Override Puts Employers at Risk**

*Providence Business News*

March 1, 2010

**The Rhode Island General Assembly Amends the Rhode Island Civil Rights Act**

*Employment Law Alert*

January 7, 2010

**The Second Circuit Clarifies and Sanctions the Application of the Fractional Rule for Minimum Benefit Accrual to Cash Balance Pension Plans**

*Bender's Labor & Employment Bulletin*

December 2009

**The United States Supreme Court Makes it Harder to Prove Age Discrimination**

*Employment Law Alert*

June 23, 2009

**Rhode Island Military Family Relief Act Imposes New Leave Requirements on Large and Small Businesses**

*Providence Business News*

August 25, 2008

**Plan Participant Can Sue Under ERISA for Losses to Assets in a 401k Account**

*Employment Law Alert*

March 6, 2008