

# ALICIA J. SAMOLIS

## Partner

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Alicia is the Chair of the Firm's Labor & Employment Practice. She represents businesses and management in labor & employment litigation and compliance matters.

Alicia advises management at all stages of the employment relationship, regularly counseling senior management, human resource professionals and business owners on applicable employment laws and pending legislation. Alicia's expertise includes a broad range of employment issues, such as wage and hour compliance and defense, employment discrimination and harassment issues, employee handbooks, manager trainings, employee leaves of absence, employee use of artificial intelligence in the workplace, compensation systems, noncompetition enforcement and defense and individual and group terminations. Recent compliance matters that Alicia has handled include multi-state employment law compliance stemming from remote work and hybrid work, as well as significantly decreasing employment compliance exposure through the roll out of mandatory individual arbitration agreements and converting independent contractors to employees.

Alicia defends employers in disputes in state and federal court, the Rhode Island Commission for Human Rights, the Massachusetts Commission Against Discrimination, the Equal Employment Opportunity Commission, Attorney General audits, federal and state wage and hour agencies, state and federal discrimination agencies, and other mediation, arbitration and administrative proceedings. Recent disputes Alicia has worked on include class action law suits for alleged failure to provide lunch breaks, overtime, and keep accurate time records, resolving pre-litigation disputes concerning alleged failure to pay into state disability funds and provide PFML and TCI leave for remote employees working in their home state and representing an employer facing alleged failure to provide night supervision to minor employees in a Massachusetts Attorney General audit.

Prior to joining Partridge Snow & Hahn, Alicia served as law clerk to the Honorable Justice Francis J. Darigan, Jr., Providence County Superior Court.

## Practice Areas

Corporate & Business | Employment & Labor | Litigation & Disputes |

## Education

Roger Williams University School of Law, J.D., cum laude

- Member, Roger Williams University Law Review
- Member, Law School Honors Program

Rhode Island College, B.A., summa cum laude

# Bar Memberships

Rhode Island

Massachusetts

U.S. District Court, Rhode Island

U.S. District Court, Massachusetts

U.S. Court of Appeals 1st Circuit