

# Angelo Spinola

HOME HEALTH, HOME CARE & HOSPICE CHAIR

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With two decades of legal experience, Angelo Spinola's practice focuses on employment litigation with a special interest in the home health, home care and hospice industry. Bringing a wide breadth of knowledge across the health care spectrum, he works with an array of home-based care clients, including Fortune 500 organizations and franchisors, small businesses, and franchisees across multiple industries. Additionally, Angelo works closely with private equity firms and investment groups with respect to labor and employment issues that may arise during acquisitions and activities in these sectors.

Angelo partners with attorneys in Polsinelli's Health Care, Corporate and Transactional, and Franchise practices to build coalitions that bring a deep bench of experience and industry knowledge to his clients in the home health, home care and hospice industry.

Leveraging technology to better serve clients, Angelo utilizes innovative legal technology platforms designed specifically for franchise systems and home health, home care and hospice clients. The platforms serve as a source for industry information and substantive legal resources where employers have direct access to the tools, documents and knowledge needed to reduce their legal spend as their business needs grow throughout the corporate lifecycle and franchise process. Angelo also utilizes client portals to share confidential, proprietary client documents to allow clients and him to seamlessly manage matters or case-specific documents.

Angelo regularly represents employers across the United States in class actions brought under the Fair Labor Standards Act and state wage and hour laws. His experience includes:

- Helping employers respond to wage and hour investigations by the U.S. Department of Labor and state agency equivalents.
- Conducting pay practice and exemption audits.
- Due diligence support on mergers and acquisitions and other transactions.
- Coalition building and support for common issues across franchise systems and home care agencies.
- Consultation on joint employment and successor liability avoidance across franchise systems, staffing companies, multi-company health care systems, executives and business owners.

## Capabilities

- Home Health, Home Care & Hospice
- Employment Advice & Investigations
- Labor & Employment
- Workplace Safety, Health (OSHA) & Environmental Advising
- Employment Class & Collective Actions

- Developing compliance measures that minimize wage and hour exposure.
- Representing management in grievance arbitrations.
- Drafting restrictive covenant agreements.

Angelo has litigated various types of discrimination cases, including age, disability, race, national origin, sex, harassment and retaliation, on behalf of employers in federal and state courts and administrative tribunals throughout the United States.

Additionally, Angelo assists employers in promoting an issue-free work environment through counseling, training and other preventive strategies. He conducts training on employment-related matters for management personnel, lawyers and human resources professionals, and he is a regular speaker before business organizations and human resource groups on a wide variety of employment law topics.

Angelo has earned recognition from *Chambers USA*, a leading legal industry rankings organization, with clients noting that “Angelo is the go-to attorney in employment law for home care companies” and “Angelo has an exceptional knowledge base and unmatched ability to convey that knowledge to those with very little legal background.”

## Education

- The George Washington University Law School (J.D., *with honors*, 1999)
- University of Maryland (B.A., *magna cum laude*, 1995)

## Bar Admissions

- Georgia

## Court Admissions

- Georgia Supreme Court
- U.S. Court of Appeals, First Circuit
- U.S. Court of Appeals, Eleventh Circuit

## Memberships

- National Alliance for Care at Home (the Alliance)
- Home Care Association of America
- Home Care 100 Think Tank

## Recognition

- Named "2026 Legal Innovator of the Year" by ALM's Southeastern Legal Awards
- Selected for inclusion in *Best Lawyers in America*® for Litigation - Labor and Employment, 2025-2026
- Ranked in *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment, Georgia, 2023-2025
- Named "Litigation Star" by *Benchmark Litigation*, 2022-2026

# Matters

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- Assist private equity firms and expanding franchisors and home health, home care and hospice companies perform legal and regulatory diligence on target transactions for agencies located in Arkansas, Arizona, California, Connecticut, Florida, Georgia, Illinois, Indiana, Louisiana, Kentucky, Massachusetts, Michigan, Missouri, Nebraska, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Texas, Washington, and Vermont.
- Advise independent home care agencies as well as both franchisors and franchisees on day-to-day employment-related matters.
- Consult with franchisors across all industries on joint employment and successor liability issues.
- Defense of numerous wage hour class action lawsuits filed against hospitals, long-term care facilities, and home-based care providers across the country.
- Organize coalition to mount a legal challenge to California's AB2455 (requiring caregivers to register so that vendors can contact them).
- Organize home care coalition to challenge California's AB51 (seeking to invalidate arbitration agreements with class action waivers).
- Organize coalition of hundreds of New York-based home care providers to successfully appeal and challenge *Andreyeva*-related rulings concerning the compensation requirements for live-in and extended shift caregivers.
- Organize home care coalition to work with state and local legislatures to exempt home-based care providers from predictive scheduling laws requiring a premium be paid to workers whose schedule changes.
- Organize coalition to allow homemaker companion agencies in Connecticut to advertise and provide medication reminders to clients with cognitive decline.
- Assist in the creation of the Home Support agency regulations for Washington D.C. and secure first license under the new regulations.
- Organize and participate in coalition of Industry leaders to draft Recommended Operational Protocols for use by the Industry in fighting the COVID-19 Pandemic and guide other Industry initiatives.
- Defend Pay Per Visit and Salary Plus pay methods in class action lawsuits in Courts across the country.
- Challenge the DOL's Home Care Rule in federal court in 2015 on behalf of the National Association for Home Care and Hospice, Home Care Association of America and the Private Care Association.
- Mount fresh challenge to Home Care Rule following new Supreme Court decisions interpreting the Fair Labor Standard Act.
- Assist Virtual Marketplace companies operate in a compliant manner.
- Successfully requested an opinion letter from the Wage and Hour Division of the US DOL regarding pay methods for live-in caregivers.
- Successfully request an opinion letter from the Wage and Hour Division of the US DOL regarding reimbursing mileage at rates less than the IRS standard rate.
- Perform agency audits and compliance reviews for employment, labor, benefits, health/safety and regulatory issues requiring deep Industry knowledge and understanding.
- Represent multiple home care and franchise support vendors in areas of software, EMR, coding, time and attendance, regulatory consulting, recruitment and retention, background screening and other areas.
- Assist with brokering introductions for joint venture opportunities and potential transactions between buyers and sellers of home-based care providers.