



Practice

Labor and Employment Law

Protecting your business—and those who help you build it.

Smart and savvy employers can appreciate how a proactive labor and employment law strategy strengthens their business—and employee relationships. Jaspan Schlesinger LLP's labor and employment practice group provides proactive legal services to help employers understand and comply with all applicable employment laws and regulations, and mounts a solid defense in times when litigation cannot be avoided.

Our labor and employment lawyers have extensive experience in developing employee handbooks, policies, and procedures that comply with evolving labor and employment laws, and which address:

- Employee conduct and discipline
- Harassment and discrimination
- Workplace violence
- Internal investigations
- Attendance and punctuality
- Vacation time, sick leave, and other leaves of absence
- Drug and alcohol abuse and testing
- Dress codes
- Conflicts of interest
- Internet and social media usage

Labor and Employment Counsel on Your Terms

We understand that employers' needs vary based on industry, size and the experience of their human resources professionals. We also know that personnel issues sometimes arise unexpectedly or require attention immediately. We are on call to provide advice and counsel to our clients on any labor and employment issue whenever it may arise. Responsiveness is our calling card.

Our seasoned labor and employment attorneys also regularly present seminars and training sessions on topics such as the prevention of sexual harassment and unlawful discrimination. This service is important now more than ever, as New York law requires all employers to provide employees with annual sexual harassment training. Seminars can be scheduled when it is convenient for our clients—before, during or after business hours and at our office, yours or even remotely.

We Represent Employers in All Forums

Even when employers have well-crafted policies in place, litigation is sometimes unavoidable. When problems do arise, our clients have peace of mind in knowing that the attorneys in our Garden City and Suffern, NY, offices have extensive experience in cases involving:

- Harassment
- Discrimination
- Retaliation
- Wage and hour claims
- Breach of employment, severance and collective bargaining agreements
- Tortious interference

Our labor and employment lawyers have represented employers in these types of cases in both state and federal courts and administrative agencies including:

- New York State Division of Human Rights
- Equal Employment Opportunity Commission
- New York City Commission on Human Rights
- National Labor Relations Board
- Public Employment Relations Board
- New York Industrial Board of Appeals

Attorneys



Lawrence J. Tenenbaum
Partner



Daniel E. Shapiro
Partner



Jillian L. McNeil
Associate



Edward H. Grimmett
Associate

Case studies

Sexual Harassment Training

New York state and New York City laws now require all employers to provide interactive sexual harassment training to their employees. Our attorneys streamline the process and prepare training that is customized to each employer's industry and the level of sophistication of the employees being trained. We provide in-person or remote training for both employees and supervisors and can address large groups or individual employees in a one-on-one setting.

Alternative Dispute Resolution

Jaspan Schlesinger LLP recently defended a corporate client in a case brought by an employee alleging that he had been subjected to a hostile work environment by a supervisor on the basis of his race and national origin. The employee continued to be employed by the corporation throughout the pendency of the litigation, creating a tense environment for employees aware of the lawsuit. That environment became even more toxic when it was revealed that the employee had surreptitiously recorded hundreds of hours of conversations he had with others involved in the business. We were able to negotiate a favorable settlement of this claim during a mediation that took place at an early stage in the litigation, which involved the employee's resignation and achieved the client's ultimate goal of restoring harmony in its workplace.

Litigation

Hodge v. City of Long Beach – In this lawsuit, an employee of the City of Long Beach alleged that the city manager and other officials engaged in unlawful race discrimination and retaliated against the employee for having complained about the way he was treated. Our attorneys skillfully developed the facts of this case through document discovery and depositions, and established that the employee's claims were speculative and unfounded. As a result, we showed that the plaintiff lacked sufficient evidence to convince a jury that the law had been violated, and the court dismissed the case without a trial. We later successfully defended against the employee's appeal. *Hodge v. City of Long Beach*, 2010 U.S. Dist. Lexis 138344, *aff'd*, 433 Fed. Appx. 17 (2d Cir. 2011).