

Gregg Brochin

Partner

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Areas of Focus

Labor + Employment | Employment Counseling and Training | Internal Investigations | Non-Competes, other Restrictive Covenants, Trade Secrets and Raiding

"I am good at making the complex simple for my clients. I quickly provide them with the practical information and risk analysis that they need to make the best decisions possible."

Overview

Gregg Brochin counsels companies and private individuals in all areas of employment law. His clients include businesses of all sizes in the advertising and communications, financial services, and hospitality industries, as well as other sectors.

Gregg guides clients in minimizing their risk exposure in employment scenarios that involve anything from allegations of discrimination and harassment to wage and hour claims, leave requests, hiring and termination situations, and audits. He crafts tailored workplace policies and handbooks, advises on best practices, and drafts and negotiates employment contracts, restrictive covenants and separation agreements. Gregg's experience also includes representing employers in federal and state courts and before state and federal agencies, including the Department of Labor and the EEOC.

Clients value Gregg's swift triaging of their problems, rapid turnaround on questions, and incisive counsel and skill in avoiding worst-case scenarios. Gregg gets to the heart of the issue, assesses risk, reduces anxiety and proposes solutions so clients can determine the best course of action in their individual circumstances. Advising on employment issues for well over 100 clients each year, Gregg has pretty much seen it all over the course of his career. As a result, issues that may be new to another lawyer are rarely new to Gregg. Often, he already has a form or an agreement ready to adapt to the situation. Not only does that save time, it also cuts costs.

Regarded as highly knowledgeable, practical and cost-effective, Gregg is also an engaging, witty and informative presenter. Often clients call on him to lead anti-harassment and anti-discrimination training and other workshops for employees, human resources professionals and managers.

Representative Experience

- Helped a boutique clothing company respond to a U.S. Department of Labor audit by developing job descriptions and responses to the investigators' inquiries, resulting in a finding of no money owed.
- Worked with two different cosmetics companies to respond to and resolve website disability accessibility claims. Helped the companies select vendors to remediate their websites and negotiated favorable settlements of the lawsuits.
- Represented a large advertising agency with respect to a waiting time claim filed by an actor with respect to a union commercial shoot, negotiating a resolution for less than the amount sought.
- Assisted a high net worth family in hiring a chef and a nanny. Worked with the family to structure a payment arrangement that gives them flexibility, satisfies the household employee and complies with legal requirements associated with domestic staff.
- Negotiated a separation agreement with the head of Human Resources for a large media agency. Counseled the agency on potential interpretations of an old employment agreement and advised on litigation risk, enabling the agency to determine the proper settlement package from a business perspective.
- Counseled a hotel owner in terminating its management company and directly hiring food & beverage employees. Advised our client on best practices for hiring, industry legal issues and mitigating risk relating to prior employment.
- Counseled a large advertising platform company with respect to sexual harassment allegations about a senior executive. Resolved the issues to the satisfaction of the complainants in a manner that enabled the executive to continue with the company. Conducted a one-on-one anti-harassment training with the executive as well as a "respect in the workplace" training for the executive's entire management team.

Insights + Events

Alert

New Jersey WARN Amendments Broaden Employer Obligations
April 18, 2023

Alert

Employee Benefit Considerations When Making Workforce Modifications
December 9, 2022

Alert, Maintaining Your Competitive Advantage with Proactive Privacy and Data Protection Strategies

California Employers: California Privacy Rights Act in Full Force on Jan. 1, 2023
November 11, 2022

Alert, New Workforce Models Come With New Risks

New Requirements for NYC Employers as Omicron Spreads
December 8, 2021

Event, New Workforce Models Come With New Risks

Davis+Gilbert Labor + Employment Webinar | Navigating Employee Accommodations: Vaccination Policies and Otherwise
October 14, 2021

Checklist, New Workforce Models Come With New Risks

Workplace Re-Opening Checklist
October 11, 2021

FAQ

EEOC Issues Guidance for Employers Regarding COVID-19 Vaccinations
December 22, 2020

FAQ

US DOL Releases Regulations Clarifying Employer FFCRA Obligations
October 14, 2020

Alert

NYC Sick Time Law Amended to Align with New York State Law
October 7, 2020

Alert

New York State's Budget Amends the NY Home Care Worker Wage Parity Law
September 24, 2020

Alert

SDNY Holds that DOL "Jumped the Rail" and Strikes Down Certain DOL Rules on FFCRA Leave
August 17, 2020

Alert

OSHA Guidance Requires Certain Employers to Record "Work-Related" COVID-19 Cases
June 11, 2020

FAQ

New York State Paid Sick Leave
May 5, 2020

Event

Viventium Webinar | Overtime Calculation and the Department of Labor's Final Rule: Keeping in Compliance
December 3, 2019

Alert

California Expands Final Pay Timing Exemption to Print Productions
October 28, 2019

Alert

New York State Bans Salary History Inquiries and Expands Equal Pay Protections
July 16, 2019

Alert

New York State Legislation Significantly Expands Workplace Harassment Protections
July 8, 2019

Alert

Massachusetts Issues Revised Regulations and Agency Guidance in Preparation for Paid Family and Medical Leave Law Taking Effect
June 3, 2019

Alert

New York Manual Workers Who Are Not Paid Weekly Can Bring an Action for Damages
May 23, 2019

Event

Davis+Gilbert Labor + Employment Breakfast Seminar | Back To Basics: Overtime Classification Requirements and Their Application to Remote Employees
March 26, 2019

Credentials

Education

New York University School of Law (J.D., *cum laude*, 2001)
Cornell University (B.S., 1998)

Distinctions

- *The Best Lawyers in America*® 2024, Employment Law: Management
- *Chambers USA: America's Leading Lawyers for Business*® 2012-2015, New York Labor & Employment
- *The Legal 500 United States*® 2013-2019, Labor and Employment: Workplace and Employment Counseling

Bar Admissions

New York