

Jason E. Pruzansky

Partner

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Areas of Focus

Labor + Employment | Employment Counseling and Training | Internal Investigations | Labor Management Relations | Employment Litigation, Arbitration and Mediation | Non-Competes, other Restrictive Covenants, Trade Secrets and Raiding

"While knowing the law is important, what clients really want from their lawyers is practical guidance in making difficult business decisions — not just the 'most conservative approach' to mitigate risk. I go the extra mile, partnering with clients to find solutions that address their unique situations and cultures when inevitable issues arise between them and their employees."

Overview

Labor + Employment lawyer Jason Pruzansky advises on and litigates everything from federal and state wage and hour law and discrimination matters to collective bargaining, restrictive covenants, contract disputes and wrongful termination. He represents some of the largest and best-known construction and hospitality companies in the United States, major retail chains, manufacturers, financial institutions, family offices, and advertising companies.

Jason creates bespoke solutions for clients based on their culture, priorities, outlook and risk tolerance. He works with them to ensure compliance with the wide array of applicable laws and regulations and helps them avoid disputes before they occur. Whether drafting employment agreements and policies, conducting sensitive internal investigations, negotiating contracts, or guiding clients through transactions or even litigation, he looks beyond today's problem, anticipating and heading off future headaches.

When the inevitable dispute does arise, Jason works closely with clients to defend their interests, control litigation expense and achieve a favorable result. His exceptional experience includes many "bet the company" litigations, including matters involving federal and state wage and hour and anti-discrimination laws, the FCRA, ERISA, WARN Act, FMLA and NLRA. He has achieved winning results in federal and state courts, before arbitrators, regulators and administrative agencies in cases ranging from single-plaintiff employment disputes to nationwide class actions.

With a proven ability to handle complex, extremely high-value matters, he guides clients through the maze of labor, employment and benefits issues they face. Equally valuable is his skill in resolving labor disputes, negotiating collective bargaining agreements and managing labor relations. However, what clients value

most is Jason's success in addressing the countless issues that arise last minute, any one of which can derail a deal, prolong or prevent transactions from closing, topple employee relations, or damage a company's reputation and bottom line.

Representative Experience

- Serving as national employment counsel for a construction company on all employment matters.
 - Obtained dismissal on behalf of an international media company in an action brought by an employee alleging disability discrimination. Opposed plaintiff's appeal to the U.S. Court of Appeals for the Second Circuit.
 - Advise a global marketing and communications holding company in nationwide furloughs and terminations resultant from the pandemic. We recently advised on reopening guidelines, paid sick leave laws and expense reimbursement requirements for remote workers.
 - Advise a restaurant founded by a celebrity chef on sensitive terminations, employment contracts and ongoing compliance matters in connection with New York's complex hospitality wage order.
 - Achieved highly favorable results for a hospitality client in connection with a series of unfair labor practice charges filed with the National Labor Relations Board (NLRB). The case is still cited as a precedential decision by the NLRB.
 - Represent high net worth individual and his associated family office in a wide variety of legal matters including negotiating contracts with his clients' vendors and service providers.
 - Favorably settled an unemployment insurance audit on behalf of an occupational therapy practice for a small fraction of the amount initially sought by the government.
 - Represented a private equity real estate firm as labor counsel in the acquisition of one of the largest rental properties in the U.S. and the sales of midtown NYC hotels.
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Insights + Events

Event

D+G Breakfast Seminar | Risks May Be Bigger Than They Appear: A Rearview Look at 2023 Labor and Employment Law Changes and a Guide to Potential 2024 Obstacles
February 6, 2024

Alert

The End of Forced Arbitration of Sexual Harassment Claims
March 1, 2022

Event

Counsel 2U® Labor + Employment Webinar | Workplace Re-Openings and Non-COVID Updates
June 24, 2021

Alert

New York Legislation Provides Employees with Paid Leave for COVID-19 Vaccinations
March 10, 2021

FAQ

California Employers' Deadline to Submit Pay Data Is Fast Approaching
January 25, 2021

Event

Davis+Gilbert Labor + Employment Seminar | Expansion of Anti-Harassment Laws in New York and Recent Updates
September 24, 2019

Press Mention

Employment Law Daily — Wrap-up Newsletter | Arbitration Agreement Did Not Interfere With Employees' Right to File Board Charges
September 12, 2019

Press Mention

Bloomberg Law | Disclaimer Makes Arbitration Agreement Legal, NLRB Says (1)
September 12, 2019

Press Mention

Law360 | NLRB Blesses Arbitration Pact That Allows Board Access
September 12, 2019

Event

Davis+Gilbert Labor + Employment Breakfast Seminar | Bracing for Change: A Compliance Check to Ensure You're Prepared for Changes in New York Employment Law
October 23, 2018

Event

Labor + Employment Seminar | New York Paid Family Leave and Remote Work Arrangements
October 1, 2017

Alert

Beginning July 1, 2017, Chicago and Cook County Employers Must Provide Paid Sick Leave
June 26, 2017

Event

11th Annual National HR in Hospitality Conference & Expo | Exploring Image Standards Through a Modern Lens and Arbitration after the 'Epic' Decision
March 27, 2017

Event

Davis+Gilbert Labor + Employment Breakfast Seminar | Hot Topics in Labor & Employment Law: The Trump Administration, Upcoming NY State and City Law Changes, Benefits Regulations and More
March 20, 2017

Credentials

Education

Fordham University School of Law (J.D., *cum laude*, 2007)

- Member, *Fordham Law Review*

Yeshiva University (B.A., *summa cum laude*, 2004)

Distinctions

- *The Legal 500 United States*® 2017-2021, Labor and Employment: Workplace and Employment Counseling

Bar Admissions

New York

New Jersey

Court Admissions

U.S. District Court Southern District of New York

U.S. District Court Eastern District of New York

U.S. District Court District of New Jersey

U.S. Court of Appeals Second Circuit