

Employment Litigation, Arbitration and Mediation

Employment disputes are fraught with business risks — financial, operational and reputational — all of which must be carefully weighed as resolution is pursued. As the workplace continues to undergo rapid change, employers have every incentive to resolve employee disputes with due sensitivity to evolving employee expectations.

Our attorneys defend employers and executives across the entire spectrum of employee claims, including claims of discrimination, harassment and retaliation. We represent companies of every size — from major corporations to startups — in every type of dispute resolution forum.

Mediation

For many of our clients, mediation is the first step in resolving employment disputes. As the mediation process is confidential and nonbinding, clients rely on us to work with all parties to articulate areas of possible compromise. The goal is to reach a settlement in the earliest stages of the dispute, thereby minimizing both the cost and business disruption of a lengthy litigation.

Arbitration

As binding arbitration provisions continue to be written into a growing number of employment contracts, our attorneys are adept at defending employers in arbitration forums. We frequently represent companies in contractual disputes involving executive compensation, termination and restrictive covenants.

Litigation and Class Actions

When litigation is inevitable, we defend our clients at every stage, up to and including trials and appeals. Our clients trust us to represent them in every type of dispute involving claims brought by employees in federal and state courts across the country. In cases such as wage and hour disputes, where individual claims can rapidly escalate into cost-prohibitive class actions, we work strategically to mount an effective response and obtain favorable results.

Representative 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.
- Advised an international bank on its decision to fire an executive for threatening his boss. The executive sued, claiming his mental state was a disability that caused him to threaten his boss. The case was dismissed on summary judgment after substantial discovery and depositions and the Second Circuit affirmed, despite the EEOC's appearance as amicus on the plaintiff's side.
- Negotiated settlements of age, race and gender discrimination and harassment claims of former employees of a global advertising agency.

- Defended a leading social media platform in a pregnancy discrimination litigation initiated by third-party employee, resulting in settlement in our client's favor on the indemnification claim and efficient resolution of the underlying matter.
- Won dismissal of multiple discrimination, harassment, retaliation and unequal pay claims against an advertising agency at a very early stage of litigation, saving our client time and money and ending any chance of a class action lawsuit.