

Trent M. Sutton

Office Managing Shareholder

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Focus Areas

International Employment Law
Discrimination and Harassment
Training - Compliance, Ethics, Leadership
Policies, Procedures and Handbooks

Overview

Trent M. Sutton provides strategic advice and counsel to multinational employers on a wide range of international employment and compliance matters. He uses his experience and extensive international network to guide multinational employers on the intricacies associated with employment in multiple nations and the difficulties associated with conflicting jurisdictional obligations, including such areas as:

- International bribery and corruption investigations
- Workplace ethics and compliance
- Global mobility programs and expatriate workforces, including advice on the relevant guidelines and practices as well as the benefits and limitations associated with secondments, independent contractors, and localization structures
- Multi-country and international surveys on employment laws and practices
- Global codes of conduct and international policies
- Discrimination and harassment
- Data privacy
- Human resources
- The employment cycle including applications, interviewing, hiring, discipline, promotions, demotions, recordkeeping and terminations
- Executive employment agreements, compensation, and negotiation

Trent also regularly advises companies within the U.S., whether foreign or domestic, on the requirements and strategies necessary to comply with U.S. employment and labor law. A successful litigator of employment and corporate matters, Trent initially began as a plaintiff's lawyer, but now exclusively defends global and multi-national corporations' management in employment claims involving, among other things:

- Discrimination
- Harassment
- Retaliation
- Wage and hour
- Employment contracts
- Leave and accommodations
- Non-competes
- Independent contractors and misclassification

He handles district and appellate level actions in state and federal courts and before agencies, such as the Equal Employment Opportunity Commission and the New York State Division of Human Rights.

Trent is a frequent speaker and trainer across the globe on international and U.S. workplace issues and the author of numerous publications.

Professional and Community Affiliations

- Member, International Law and Labor and Employment sections, State Bar of California
- Member, International Law and Labor and Employment sections, New York State Bar Association
- Member, International Law and Labor and Employment sections, Utah State Bar
- Member, International Bar Association
- Member, Inter-Pacific Bar Association
- Member, International Business Council, Greater Rochester Enterprise
- Volunteer, Boy Scouts of America
- Vice Chair, Employment & Immigration Committee, Inter-Pacific Bar Association (IPBA)

Recognition

- Named, Super Lawyer, Upstate New York, *Super Lawyers*, 2013 and 2014

Education

J.D., Brigham Young University, 2003, *cum laude*

M.P.A., Syracuse University

B.A., Brigham Young University

Bar Admissions

New York

California

Utah

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, Western District of New York

U.S. District Court, Northern District of New York

U.S. District Court, District of Utah

Languages

Korean

Publications & Press

Potential Impact of Trans-Pacific Partnership on Employment

New York Law Journal

February 5, 2016

Don't Get Lost in the Weeds: Medical Marijuana is Now Legal in New York

Littler Insight

January 29, 2016

California Consumer Protection Suits Raise Labor Violations in Global Supply Chains

American Bar Association International Labor & Employment Law Committee Newsletter

January 1, 2016

Japan: Amendment to Worker Dispatch Act

Littler Insight

December 8, 2015

Newly Released Text of Trans-Pacific Partnership Sheds Light on Potential Labor Law Requirements

American Bar Association International Labor & Employment Law Committee Newsletter

November 1, 2015

In Canada, Foreign Workers Seek to Use International Norms as the Standard of Care in Negligence Claims Against Multinationals Operating Overseas

Littler Insight

September 16, 2015

Foreign Workers Seek to Use International Norms as the Standard of Care in Negligence Claims Against Multinationals Operating Overseas

ABA International Employment Law Newsletter

August 1, 2015

Federal Agencies Enter into and Renew Collaborative Agreements with Foreign Jurisdiction to Help Migrant Workers Know Their Employment Rights in the United States

American Bar Association International Labor and Employment Law Committee Newsletter

July 1, 2015

Do you comply with the new ban-the-box law?

Rochester Business Journal

June 27, 2014

Rochester, New York Joins The "Ban-the-Box Movement"

Littler Insight

May 27, 2014

U.S. House of Representatives Approves Exemption to Affordable Care Act for Expatriate Insurance Plans

Littler ASAP

May 6, 2014

Littler Names New Local Office Leaders in Miami, Lexington and Rochester

Littler Press Release

April 14, 2014

Split Payroll And Alternatives For Expatriates And Cos.

Law360.com

February 5, 2014

Littler Elevates 16 Attorneys to Shareholder

Littler Press Release

January 2, 2014

Start-Up Guide for Foreign Employers in the United States (Second Ed.)

Littler Report

October 2013

International Employers Beware: Common Compliance Pitfalls in Managing International Workforces

Thomson Reuters Westlaw Journal Employment

September 25, 2013

Planning can cut risk of costly employment blunders

Rochester Business Journal

August 30, 2013

7 High-Risk Areas for International Employers

Compliance Week

July 30, 2013

Things to Think About When Sending Your U.S. Employee to China

NYSBA Inside

May 1, 2013

New Decision Highlights the Importance of Forum Selection Clauses in Cross-Border Employment Agreements

Littler Insight

September 21, 2012

Surfing the net for personal use erodes productivity

Rochester Business Journal

June 8, 2012

Cross-Border Assignments: Current Trends

New York Law Journal

May 10, 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute

Littler Report

February 15, 2012

DOL Confirms SOX Whistleblower Protections Do Not Apply Extraterritorially

Littler Insight

January 24, 2012

Start-Up Guide for Foreign Employers in the United States

Littler Report

May 11, 2011

The Financial Crisis: ruin or restoration of the labour movement?

International Bar Association Employment & Industrial Relations Law Newsletter

September 2010

Speaking Engagements

Legal Update 2017

Genesee Valley Chapter of SHRM and the National Human Resource Association, Rochester, NY

February 8, 2017

Essential Employment and Labor Law Updates for Companies with Employees in or from Japan

January 30, 2017

Legal Issues in the EU: Conflict of Laws and the EU Posted Workers Directive

Arthur J. Gallagher and Co's IBIS Academy, Amsterdam, Netherlands

May 26, 2016

Hot Topics in International Labor and Employment Law

Warwick Allerton Hotel 701 North Michigan Avenue Chicago, IL 60611

May 19, 2016

Can Multinationals Introduce Global Employment Policies? The Challenges in Practice

Ajia Half Year Conference, Chicago, IL

May 19, 2016

Not Your Traditional Secondment: Trends and Pitfalls in the Transfer of Employees Across National Borders

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

Complying with Corruption and Bribery Regulations: Strategies for Multinational Employers

Inter-Pacific Bar Association Annual Conference, Kuala Lumpur, Malaysia

April 15, 2016

Burning Issues in Employment Law - Lessons from Singapore, Malaysia, and the U.S.

Christopher Lee and Ong Seminar, Kuala Lumpur, Malaysia

April 12, 2016

Navigating the Complexities of FMLA, ADA and Other Overlapping Leaves of Absence Laws

Fairport, NY

March 15, 2016

2016 Employee Benefits Update - Rochester

Fairport, NY

January 28, 2016

Violence in the Workplace

Fairport, NY

November 10, 2015

2015 Tri-State Employer Conference

New York, NY

November 5, 2015

Burning Issues in Employment: Employment in the U.S.

Forum with Delegation from the China Foundation for International Studies

September 28, 2015

International Transfers: What Each Company Needs to Remember

August 27, 2015

Building your Team in the US: Recruitment, Employment and Negotiation

UK Trade & Investment Webinar

May 20, 2015

The 2015 Labour and Employment Hot Topics for Asia and U.S. Employers

Hong Kong

May 11, 2015

Burning Issues in Employment - Lessons From The U.S.

Singapore

May 5, 2015

Managing Leaves of Absence: The Interplay of the FMLA and ADA

Fairport, NY

March 3, 2015

Annual NY Legal Update: The Top Employment and Labor Issues Affecting New York Employers

Fairport, NY

November 18, 2014

Best Practices for Cross-Border Employment Agreements

Association of Corporate Counsel (ACC) Webinar

November 11, 2014

The 2014-2015 Labor & Employment 'Hot' Topics for Asia and U.S. Employers

Client Presentation, Tokyo, Japan

October 23, 2014

OFCCP's Veteran and Disability Regulations, Government Contractor Executive Orders, and the New Data Compensation Collection Tool

Fairport, NY

October 14, 2014

Top 10 Mistakes Human Resource and Business Managers Make in International Employment

Fairport, NY

September 17, 2014

International Employment Law: A 2014 Perspective

July 10, 2014

Corporate Compliance and Ethics

Labor & Employment Webinar Series - Littler Mendelson and BB&T

May 21, 2014

Cutting Edge Corporate Employment and Immigration Issues

24th Annual Meeting & Conference - Inter-Pacific Bar Association, Vancouver, Canada

May 11, 2014

Developing Global Codes of Conduct: Merging the Laws of Multiple Countries into an Integrated Corporate Code of Compliance

Littler Mendelson, Phoenix, AZ

May 8, 2014

The Impact of Social Media on Employers and Workplace Violence

Fairport, NY

March 5, 2014

So You Have Crafted Corporate Policies and Codes of Conduct. Now What? How to Close the Global Implementation and Enforcement Gap

Littler Mendelson, Houston, TX

February 20, 2014

Conducting Lawful and Effective International Investigations: The Proper Response to Allegations of Unethical Conduct in the Workplace

Global Council on Business Conduct - The Conference Board, Prague, Czech

October 22, 2013

Hot Topics: Current Employment and Labor Issues Affecting New York Employers

Fairport, NY

October 16, 2013

Competencies for practice in the global context

Annual Conference - International Business Association, Boston, MA

October 8, 2013

Conducting Lawful and Effective Global Investigations

Chicago, IL

September 25, 2013

Protecting Against Unfair Competition Outside the US: What Multinational Employers Should Know About International Employment, NonCompetes, and Trade Secrets

International Law Section - Utah State Bar, Salt Lake City, UT

August 21, 2013

Top 10 Mistakes Business Managers Make in International Employment

International Business Council - Greater Rochester Enterprise, Rochester, NY

June 20, 2013

The Global Talent Market...Understanding the Employment Laws and Challenges

Global HR Business, Toronto, Canada

June 6, 2013

Social Media and the Workplace: Risks and Rewards

Inter-Pacific Bar Association, Seoul, South Korea

April 20, 2013

Employment Agreements, Restrictive Covenants, and Trade Secrets: A Review for Multinational Employers

March 28, 2013

The Impact of the 2012 Elections on Labor, Employment and Benefits Law

Fairport, NY

January 24, 2013

Leave Me Alone: Handling FMLA Leave Abuse and Post-FMLA Accommodation

Fairport, NY

September 28, 2012

Understanding Global Employment Law: The US Labor Law for Canadian Lawyers

Legal Continuing Education, Ontario, Canada

June 21, 2012

Global Assignments: 'So... I Have to Follow the Laws of What Country?!' and Other International Issues Every Executive Should Know

Upstate New York Trade Conference, Rochester, NY

June 20, 2012

Cross-Border Assignments: Policies, Practices, and Risks

Littler Mendelson Breakfast Briefing

May 4, 2012

A Look Back / A Look Forward Legal Update: The Top Employment and Labor Issues Affecting New York Employers

Fairport, NY

April 26, 2012

The Employment Lifecycle: Hiring and Termination

Painting and Decorating Contractors of America (PDCA)

April 11, 2012

The Employee from Hell

Rochester, NY

November 17, 2011

Cross-Border Employment and Labor Law Topics: The Nuts and Bolts of a Global Mobility Program

October 27, 2011

A New York Legal Update: The Top Employment and Labor Laws Affecting New York Employers Right Now

Fairport, NY

June 3, 2011

Ethics of Social Media

Monroe County Bar Association
2011

Social Media in the Workplace: Is Your Company the Next Victim?

Rochester, NY
November 12, 2010

New York Employment Law Update

Pittsford, NY
January 28, 2010

Human Resource Requirement for Non Profits

Arts & Cultural Council for Greater Rochester
2009

Books & Book Chapters

- *International Labor and Employment Law, International Corporate Practice: A Practitioner's Guide to Global Success, Chapter 21, Practising Law Institute, co-authors: Philip Berkowitz, Joseph Lazazzero, Philip Gordon and Stefan Marculewicz, 2013*
- *Specific Corporate Compliance Challenges by Practice Area: Employment, Corporate Compliance Practices Guide, LexisNexis, 2013*