



Terri M. Solomon

Shareholder

Co-Chair, Workplace Violence Prevention
and Crisis Response Practice Group

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Focus Areas

Discrimination and Harassment
Business Restructuring and M&A
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Workplace Violence Prevention and Crisis Response

Overview

Terri M. Solomon has more than 35 years of experience practicing employment and labor law and regularly handles:

- Employment and labor relations issues
- Compliance with federal and state employment laws
- Discrimination and other employment-related litigation and administrative proceedings
- Complex reductions-in-force and business restructurings
- Employment contracts and separation agreements
- Workplace violence prevention and crisis response
- Family and Medical Leave Act and other leaves of absence
- Disability accommodation
- Collective bargaining
- Labor arbitration
- Compliance with the National Labor Relations Act
- Mediation and other alternative dispute resolution
- Training in a wide variety of topics including harassment avoidance, FMLA and ADA compliance, workplace violence prevention, crisis response, conducting investigations, performance management and supervisory skills, and social media

- Employment policies and employee handbooks
- Labor and employment issues arising in corporate mergers, acquisitions and other transactions

Given the significant costs of litigation, Terri is an avid proponent of long-term business planning, management training, state-of-the-art policies and, where unavoidable conflicts do arise, alternative dispute resolution. A substantial portion of her practice involves counseling employers on ways to avoid litigation related to difficult business decisions, such as:

- Terminating long-term employees
- Planning reductions-in-force
- Responding to sexual harassment complaints

Additionally, Terri regularly conducts training on topics such as preventing workplace violence, avoiding workplace harassment and becoming a more effective manager. She led the team that trained thousands of employees of an international investment bank pursuant to a consent decree arising out of the EEOC's largest settlement of a sex discrimination and glass ceiling class action against a major financial institution. She also designed the training program, which was approved by the EEOC and a court monitor, and personally conducted domestic and international training.

Terri represents both non-union and unionized employers, ranging from Fortune 500 companies to small businesses and not-for-profit institutions in:

- Healthcare
- Finance and banking
- Retail
- Media
- Insurance
- Manufacturing

Terri frequently lectures and authors articles on employment and labor law topics. She is the co-founder of Littler Mendelson's New York office, Co-Chair of the Workplace Violence Prevention and Crisis Response Practice Group and she is a core member of four of the firm's practice groups: Leaves of Absence and Disability Accommodation, Alternative Dispute Resolution, Corporate Compliance and Ethics, and Business Restructuring. She is also a member of the firm's Women's Leadership Initiative and the Associates Committee.

Professional and Community Affiliations

- Member, Women in Dispute Resolution Committee, Section of Dispute Resolution, American Bar Association
- Member, New York State Bar Association
- Member, Labor and Employment Law Section, New York State Bar Association
- Member, Alternative Dispute Resolution Committee, New York State Bar Association
- Member, Labor and Employment Law Section, New York City Bar Association
- Member, Labor and Employment Law Section, American Bar Association
- Member, National Association of Women Lawyers (NAWL)
- Mediator, Eastern District of New York Mediation Panel

- Volunteer Mediator, Southern District of New York
- Officer, Law Alumni Society Board of Managers, University of Pennsylvania
- Former Chair, Personnel Committee, Temple Shaaray Tefila

Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Fellow, College of Labor and Employment Lawyers
- Named, The Best Lawyers in America®, 2012-2024
- Named, New York Top Rated Lawyers, *New York Law Journal/New York Magazine*, 2023
- Recipient, Alumni Award of Merit, *Penn Law Alumni Society*, 2019
- Named, Who's Who in Labour & Employment Lawyers, *Who's Who Legal*, 2013-2018
- Named, Who's Who in American Law, 2008-2016
- Named, Super Lawyer, Metro New York, *Super Lawyers*, 2006-2017

Education

J.D., University of Pennsylvania Law School, 1979

B.A., University of Massachusetts, 1976, *summa cum laude*

Bar Admissions

New York

New Jersey

Courts

U.S. Supreme Court

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 3rd Circuit

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

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

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

U.S. District Court, District of New Jersey

Publications & Press

How Employers Can Help Prevent Workplace Violence

PLI Chronicle

May 1, 2023

'Loud layoffs' at tech companies are sending mixed messages to other employers

BenefitsPRO

April 7, 2023

Loud layoffs are fueling mixed messages for employers

American City Business Journals

March 16, 2023

Layoffs Not In The Cards For Most Employers, Survey Says

Law360 Employment Authority

March 9, 2023

Littler Employer Pulse Survey Report: 2023 Economic Outlook

Littler Report

March 8, 2023

Littler Survey: Economic Uncertainty Creates New Workforce Challenges for Employers

Littler Press Release

March 8, 2023

Hybrid models are under attack, but the full-time return to the office isn't quite what it seems

American City Business Journals

March 7, 2023

Employer considerations for navigating evolving gun laws

Reuters Westlaw

September 9, 2022

Employer Considerations for Navigating Evolving Gun Laws

Littler Insight

July 27, 2022

Second Circuit Upholds New York's Vaccination Mandates for Healthcare Workers Without Religious Exemptions

Littler Insight

November 11, 2021

How To Identify Signs of Suicidal Behavior and Prevent Harm

Xpert HR

October 27, 2021

New York Expands Vaccination Mandate for Health Care

SHRM Online

September 3, 2021

New York Expands Vaccination Mandate for Healthcare Workers

Littler Insight

August 30, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

7 Dos and Don'ts When an Employee Is at Risk for Self Harm

HR Dive

July 14, 2021

Gender Discrimination in the Securities Industry

Super Lawyers

January 28, 2021

Employers Focused on Extended Remote Work, Impact of Presidential Election, Littler Survey Finds

Littler Press Release

November 18, 2020

The Littler Employer Pulse Survey Report

Littler Report

November 18, 2020

The Impact of COVID-19 on Mental Health – Risk Management

Risk Management

October 1, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

5 Tips For Helping Workers Deal With Mask-Averse Customers

Law360

August 14, 2020

Avoiding Workplace Violence When Customers Refuse Masks

Law360

August 3, 2020

Avoiding Workplace Violence: How Businesses Should React if Customers Become Violent When Asked to Wear a Mask

Littler Insight

July 16, 2020

Littler Launches Holistic Workforce Restructuring Solution

Littler Press Release

May 28, 2020

New York City Set to Require Stores to Accept Cash

Littler ASAP

January 24, 2020

Littler's Terri M. Solomon Receives 2019 Alumni Award of Merit from Penn Law Alumni Society

Littler Press Release

October 3, 2019

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Littler Press Release

June 5, 2018

The EEOC Phoenix District Office Challenges Releases Waiving Future Financial Liability for Discrimination Claims

Littler Insight

February 16, 2018

Littler Attorneys Named in 2017 Who's Who Legal Guide

Littler Press Release

September 28, 2017

Domestic Violence Laws Aim to Get Employers Out Ahead of Problem

Daily Labor Report

August 22, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

More Than Half of Employers Have Updated Workplace Violence Policies: Survey

Safety + Health

July 20, 2016

New Advice on Workplace Shootings Follows Tragedies

Bloomberg BNA Daily Labor Report

July 14, 2016

Report Highlights Employers' Biggest Concerns: ACA, New Bias Claims and OT Regs

HR Morning

July 13, 2016

Littler Survey Shows Employers Grappling With Regulatory, Social Changes

Littler Press Release

July 12, 2016

3 Ways to Reduce Risk of Workplace Violence: Laws, Policies and Police

SHRM

February 25, 2016

Attorney Urges Employers to Address Domestic Violence

Bloomberg BNA

January 27, 2016

Fight Over Flight? Shooter Protocols May Need Revision

Bloomberg BNA Human Resources Report

January 25, 2016

Seventh Circuit Affirms the Dismissal of Lawsuit Based on the EEOC's Failure to Conciliate Claims Related to Releases

Littler Insight

January 13, 2016

San Bernardino Mass Shooting Reminds All Companies About Risks of Workplace

InsideCounsel

December 17, 2015

Workplace Violence Prevention in the Age of the 'Active Shooter'

Littler Insight

December 11, 2015

Workplace Violence Experts Urge Employers to Address Prevention, Training

XpertHR

December 4, 2015

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

After Airline Tragedy, New Focus on Mental Health at Work

The Wall Street Journal

April 1, 2015

EEOC Lawsuit Against CVS Pharmacy Challenging Severance Agreements Dismissed

Littler Insight

October 20, 2014

Final Rules Adopted Clarifying Employers' Obligations under the New York City Earned Sick Time Act

Littler Insight

August 22, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

They Really Mean It: the EEOC Sues Another Employer for Allegedly Overbroad Releases

Littler Insight

May 13, 2014

A Look at Changes to New York City's Earned Sick Time Act

Thomson Reuters Westlaw Journal Employment

May 13, 2014

New York, Unemployment, and Severance Agreements

Littler Insight

April 3, 2014

Littler Named Law Firm of the Year for Labor and Employment by Who's Who Legal

Littler Press Release

April 2, 2014

NYC Law Shows Paid Sick Leave Push Picking Up Steam

Law360.com

March 20, 2014

Revised New York City Earned Sick Time Act Effective on April 1, 2014

Littler Insight

March 17, 2014

Recommendations in Response to the EEOC's New Lawsuit on Severance Agreements

Littler Insight

March 4, 2014

Intesa Ruling Creates Virtual Minefield For NYC Employers

Law360.com

November 21, 2013

New York City Employers Face Tougher Disability Accommodation Standards

Littler Insight

October 28, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

New York City Passes New Sick Leave Law

New York Law Journal

July 12, 2013

Are You Feeling Sick? New York City Passes a New Sick Leave Law

Littler Insight

May 10, 2013

New York Passes "Toughest, Strongest" Gun Law in the Nation

Littler Insight

February 26, 2013

Employers with Insured Health Plans Must Take Care in Providing Healthcare Subsidies to Departing Executives

Littler Insight

October 29, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Planning for a Pandemic: The EEOC Issues Guidance

Littler Insight

October 27, 2009

A Duty to Protect

Corporate Counsel

October 9, 2009

Proposed Legislation Would Require New York City Employers to Provide Paid Sick Leave

Littler Insight

September 24, 2009

Hurricane Season Threatens Unprepared Employers

Littler Press Release

September 7, 2006

Fear of Flying? Addressing Employees' Concerns Regarding the Threat of Terrorism to Business Travel

Littler Insight

August 23, 2006

Terri Solomon Comments on Updated Airport Security

The Philadelphia Inquirer

August 12, 2006

Terri Solomon offers disaster preparedness tips to organizations and HR professionals, as suits for poor planning for disasters and other potential threats rise

Human Resources Management

August 10, 2005

Incidence of Workplace Identity Theft Signals Need for Proactive Measures

New York Law Journal

December 15, 2003

Speaking Engagements

New York Retail Roundtable

December 5, 2023

A Littler Virtual Roundtable | New York Retail Industry

June 27, 2023

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

A Littler Virtual Roundtable | New York Retail Industry

March 23, 2023

Mental Health Matters: How Employers Can Provide Support and Prevent Crisis in Challenging Times

Littler Executive Employer Conference

May 5, 2022

New York Retail Industry Roundtable

March 23, 2022

A Littler Virtual Roundtable | New York Retail Industry

New York, NY

November 18, 2021

A Littler Virtual Roundtable | New York Retail Industry

New York, NY

September 23, 2021

Effective Partnering with Employees: How Employers Can Assist Victims of Domestic Violence

Ciudad de México, CDMX

August 12, 2021

Workplace Violence Prevention in the Age of the "Active Shooter"

June 30, 2021

Workplace Violence Prevention in the Age of the "Active Shooter"

June 24, 2021

A Littler Virtual Roundtable | New York Retail Industry

New York, NY

March 30, 2021

Responding to Suicide Warning Signs in the Workplace

December 9, 2020

A Littler Virtual Roundtable | New York Retail Industry

New York, NY

October 15, 2020

2020 Voluntary Retirement and Exit Incentive Programs: A Viable Alternative to Involuntary Layoffs

July 23, 2020

New York Retail Industry: A Virtual Roundtable Discussion

June 16, 2020

New York Retail Industry: A Roundtable Discussion

New York, NY

March 19, 2020

Workplace Violence: Legal, Behavioral and Practical Considerations

Tysons Corner, VA

November 13, 2019

New York Retail Industry: A Roundtable Discussion

New York, NY

October 15, 2019

Workplace Violence Prevention in the Age of the "Active Shooter"

September 16, 2019

Workplace Violence Prevention in the Age of the "Active Shooter"

August 28, 2019

New York Retail Industry: A Roundtable Discussion

New York, NY

July 16, 2019

Master Negotiator: Making the Tough Calls and Changing Workplaces for the Better

The Conference Board 15th Annual Women's Leadership Conference, New York, NY

April 29, 2019

New York Retail Industry: A Roundtable Discussion

New York, NY

March 12, 2019

New York Retail Industry: A Roundtable Discussion

New York, NY

October 11, 2018

Workplace Safety: Understanding Direct Threat Under the ADA

ABA 5th National Conference: Disability Issues in Employment and Education Law, Philadelphia, PA

June 22, 2018

New York Retail Industry: A Roundtable Discussion

New York, NY

June 14, 2018

Step into the Littler Lab: Conducting Lawful Investigations in the Wake of #MeToo

Littler Executive Employer, Phoenix, AZ

May 4, 2018

Step into the Littler Lab: Conducting Lawful Investigations in the Wake of #MeToo

Littler Executive Employer, Phoenix, AZ

May 4, 2018

New York Retail Industry: A Roundtable Discussion

New York, NY

April 24, 2018

#NotYouToo: How to Conduct Legal Investigations in the Aftermath of #MeToo

New York, NY

February 27, 2018

New York Retail Industry: A Roundtable Discussion

New York, NY

February 15, 2018

The New York Paid Family Leave Law: Is Your Company Ready?

New York, NY

November 15, 2017

New York Retail Industry: A Roundtable Discussion

New York, NY

October 12, 2017

New York Healthcare Industry: A Roundtable Discussion

New York, NY

July 19, 2017

New York Retail Industry: A Roundtable Discussion

New York, NY

June 20, 2017

A Corporate Balancing Act: Business Need vs. Legal Risk

May 12, 2017

New York Retail Industry: A Roundtable Discussion

New York, NY

February 8, 2017

Two Hot Topics: Mandatory Arbitration, and Separation / Confidentiality Agreements

New York, NY

November 3, 2016

New York Retail Industry: A Roundtable Discussion

New York, NY

October 20, 2016

Workplace Violence Prevention in the Age of the "Active Shooter"

Pittsburgh, PA

September 13, 2016

New York Retail Industry: A Roundtable Discussion

New York, NY

June 21, 2016

Healthcare Roundtable

New York, NY

June 2, 2016

Retail Industry Roundtable

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

Workplace Violence Prevention in the Age of the "Active Shooter"

May 5, 2016

Workplace Violence Prevention in the Age of the "Active Shooter"

February 23, 2016

New York Retail Industry: A Roundtable Discussion

New York, NY

February 4, 2016

Workplace Violence Prevention in the Age of the "Active Shooter"

January 21, 2016

Corporate Compliance & Financial Services Update

New York, NY

November 19, 2015

ADA and FMLA: More Questions From the Trenches

Littler 2015 Tri-State Regional Employer Conference, New York, NY

November 5, 2015

Advising Nonprofits on Federal Law Compliance: Federal Employment Law

New York City Bar Association, New York, NY

November 4, 2015

New York Retail Industry: A Roundtable Discussion

New York, NY

October 28, 2015

Employment Law Institute 2015: Bringing Employees on Board/Social Media Issues

Practising Law Institute, New York, NY

October 23, 2015

Why Can't I Just Ask? When Asking for Information May Be Worse than Not Knowing

The 2015 Executive Employer® Conference, Phoenix, AZ

May 8, 2015

Preparing for Emergencies in an Age of Epidemics, Storms & Workplace Violence

The 2015 Executive Employer® Conference, Phoenix, AZ

May 7, 2015

New York Retail Industry: A Roundtable Discussion

New York, NY

March 12, 2015

The Affordable Care Act: What You Need To Know in 2015

German American Chamber of Commerce

February 24, 2015

What Employers Can do to Secure Effective Releases, Separation Agreements, and Settlement Agreements Despite the EEOC and NLRB's Recent Enforcement Agendas

December 11, 2014

New York Retail Industry: A Roundtable Discussion on Dealing with the EEOC

New York, NY

October 9, 2014

New York Retail Industry: A Roundtable Discussion on Workplace Violence

New York, NY

April 29, 2014

Workplace Violence and Bullying – A National and International Dilemma

Twenty-First Annual Conference - The American Employment Law Council, Santa Barbara, CA
October 9-12, 2013

Threat Assessment, Mental Illness and the Workplace: New Challenges and Complexity

23rd Annual Threat Management Conference - Association of Threat Assessment Professionals, Anaheim, CA
August 15, 2013

Workplace Violence: Just How Prepared Are You?

New York, NY
June 13, 2013

The ACA's Impact on Employment and Severance-Related Documents and the Increase in DOL Plan Audit Activity

December 5, 2012

Social Media: Complex Problems, Complex Solutions

Institute for Applied Management & Law, Inc.
September 13, 2012

Managing Leaves of Absence

Equal Employment Opportunity Commission (EEOC), New York, NY
June 21, 2012

Leave Me Alone - Handling Indefinite Leaves Under ADA and FMLA Intermittent Leave Abuse

Littler Mendelson, New York, NY
June 12, 2012

Conducting Lawful Investigations: Just The Facts

Littler Mendelson, Scottsdale, AZ
May 11, 2012

Social Media: Complex Problems, Complex Solutions

Institute for Applied Management & Law, Inc.
April 17, 2012

How to Conduct Lawful Investigations

New York, NY
January 11, 2012

Managing the Employee from Hell

New York, NY

May 26, 2011

Dealing with Depression, Suicide and Violence in the Workplace

The 2011 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

April 2011

The Future of Workplace Safety: Imminent Threats and Anticipated Regulation

The 2010 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

April 2010

The Compliance Imperative: Reducing Litigation Costs Through Effective Audit Programs

The 2009 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

April 2009

Reductions in Force: Master Class

The 2009 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

April 2009

Sex Offenders, Terrorists & Video Resumes: How Far Can You Go To Get Information About Your Employees and Applicants?

2009 Employment Law & Legislative Conference - Society for Human Resource Management (SHRM), Washington, D.C.

March 10, 2009

Reductions in Force: The Puzzle, The Process

New York, NY

March 6, 2009

Sex Offenders, Terrorists, and Video Resumes: How Far Can You Go to Get Information on Your Prospective and Current Employees?

Littler Mendelson, Phoenix, AZ

April 2008

Enforceable Release Agreements - Still Possible?

New York, NY

May 16, 2007

We Shall Be Released: Is It Still Possible to Draft an Enforceable Release Agreement?

Littler Mendelson, Phoenix, AZ

April 2007

You Can't Make Me Come to Work! – Untangling the Web of Leaves of Absence

Washington, D.C.

June 26, 2006

Managing the Unmanageable: Strategies for Effectively Enforcing Attendance Policies in a World of Protected Leaves

The 2005 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

March 2005

Workplace Violence: So You Thought You Knew What to Do ... Just How Prepared Are You?

The 2004 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

March 2004