

Alan I. Model

Shareholder

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Focus Areas

Labor Management Relations
Discrimination and Harassment
Unfair Competition and Trade Secrets
Policies, Procedures and Handbooks

Overview

Alan I. Model has been representing employers throughout the country in all aspects of labor relations and employment law for more than 25 years. His practice includes:

- Implementing short-term and long-term labor objectives and strategies
- Complying with the National Labor Relations Act
- Advising management on NLRA compliance
- Handling collective bargaining and labor arbitrations
- Drafting employment agreements and policies
- Enforcing restrictive covenants
- Assisting in arbitration and mediation

Alan has unique experience representing a variety of employers across the country as well as locally. He works with:

- Hotels and casinos
- Retailers
- Gig economy platforms
- Cannabis industry
- Construction industry employers
- Manufacturing companies

In addition, Alan helps to foster positive employee relations through crafting and implementing interactive management training. He also counsels human resource professionals with regard to day-to-day workplace issues, assists employers in the development of strategies required for opening new facilities, mergers, relocations, consolidations of existing facilities, acquisitions, subcontracting, reductions-in-force, and drafting and reviewing buy-sell agreements for asset or stock transactions. Alan has advised employers to ensure their NLRA compliance in more than 150 union organizing campaigns.

Alan regularly writes about cutting-edge labor and employment law issues and is a prolific presenter on varied topics. He is a member of the firm's Traditional Labor Law, Unfair Competition and Trade Secrets, and Retail and Hospitality practice groups.

Before joining Littler in 2006, Alan practiced management-side employment and labor law for 13 years and worked for a member of the NLRB.

Professional and Community Affiliations

- Member, New Jersey State Bar Association
- Member, New York State Bar Association
- President, Essex County Bar Association, 2011 and 2012
- Officer, Essex County Bar Association, 2000-2011
- Trustee, Essex County Bar Association, 2000-2011

Recognition

- Awarded, AV[®] Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America[®]*, 2015-2022
- Recipient, Client Choice Award, *International Law Office*, 2019
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2012
- Named, Super Lawyer^{**}, *New Jersey*, 2008-2011
- Named, LRI Top 100 Labor Attorneys, 2008-2010

* For information about the standards for inclusion in Best Lawyers in America, please see <https://www.bestlawyers.com/about/MethodologyBasic.aspx>.

** The Super Lawyers list is issued by Thomson Reuters. For information about the standards for inclusion in Super Lawyers, please see http://www.superlawyers.com/about/selection_process.html.

Education

J.D., George Washington University Law School, 1993

B.A., Lafayette College, 1990

London School of Economics, 1987

Bar Admissions

New Jersey
New York
Pennsylvania

Courts

U.S. Supreme Court
U.S. Court of Appeals, 3rd Circuit
U.S. Court of Appeals, D.C. Circuit
U.S. District Court, District of New Jersey
U.S. District Court, Eastern District of New York
U.S. District Court, Southern District of New York

Publications & Press

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

Littler Press Release

August 19, 2021

Conditions Ripe for NLRB Electronic-Voting Push

Law360 Employment Authority

June 16, 2021

Inaugural Report of Littler's Global Workplace Transformation Initiative

Littler Report

March 30, 2021

Peter Sung Ohr has Cemented the Biden NLRB's Direction Despite Challenges to his Interim Appointment and Prosecutorial Authority

Littler Insight

March 17, 2021

House Passes Sweeping Labor Law Rewrite

Littler ASAP

March 10, 2021

PRO Act Would Upend U.S. Labor Laws for Non-Union and Unionized Employers Alike

Littler Insight

February 10, 2021

Minority Unions – A Major Concern for Employers in 2021 and Beyond?

Littler Insight

January 11, 2021

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

Littler Press Release

August 20, 2020

NLRB Issues Reprieve for Unionized Employers Seeking to Make Unilateral Changes

Thomson Reuters Westlaw

November 5, 2019

NLRB Issues Reprieve for Unionized Employers Seeking to Make Unilateral Changes

Littler Insight

September 18, 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

New Jersey Poised to Enact First Recreational Marijuana Law Protecting Workers from Adverse Employment Action

Littler Insight

March 21, 2019

Three Littler Attorneys Honored with 2019 Client Choice Award

Littler Press Release

February 14, 2019

Independent Contractor vs. Employee Mis/Classification Issue Continues To Evolve: The NLRB Weighs In (Again)

Littler Insight

January 29, 2019

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

Littler Press Release

August 15, 2018

Spotlight on Positive Employee Relations Training: How Employers Can Reap the Benefits of Employee Engagement

Littler Podcast

August 9, 2018

NLRB Rejects Browning-Ferris and Returns to Prior Joint-Employer Standard that Benefits Union and Non-Union Employers Alike

Littler Insight

December 19, 2017

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

Littler Press Release

August 17, 2017

Can an Employer Fire a White Supremacist?

The National Law Journal

August 14, 2017

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

Littler Press Release

August 16, 2016

NLRA Protections for Derogatory Statements And Four-Letter Words Attacking a Company And Its Managers

Westlaw Journal Employment

May 24, 2016

EEOC Notches Win on Behalf of Immigrants

Corporate Counsel

May 2, 2016

NLRA Protections for Derogatory Statements and Four-Letter Words Attacking a Company and its Managers

Littler Insight

April 12, 2016

Court Sides with Jimmy John's Workers Fired Over Poster Campaign

Corporate Counsel

March 28, 2016

Powerball Soars to \$900M as States See Strong Sales

North Jersey The Record

January 8, 2016

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

Littler Press Release

August 18, 2015

The NLRB Issues its Long-Anticipated "Quickie Election" Rule, Making Union Organizing Faster and Easier

Littler Insight

December 15, 2014

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

Littler Press Release

August 18, 2014

Non-Union Employers Beware: The NLRB Re-Issues Its Proposed Rulemaking to Foster Unionization

Littler Insight

February 11, 2014

Is Political Squabble Behind Essex County's Double-Digit Judicial Vacancies?

NJ Spotlight

November 18, 2013

Court Scuttles NLRB Recess Appointments Creating Uncertainties for Provider Employers

Bloomberg BNA

February 7, 2013

D.C. Circuit Invalidates NLRB Recess Appointments, Creating Period of Uncertainty for Employers

Littler Insight

January 28, 2013

NLRB Proposed Rules Would Make it Easier for Unions to Organize

Littler Insight

June 27, 2011

Chambers USA Honors Littler And Its Attorneys

Littler Press Release

June 27, 2011

Alan Model Named President of Essex County Bar Association

Littler Press Release

May 2, 2011

Seven Littler Mendelson Attorneys Named Among "Top 100 Labor Attorneys" in the U.S. by Labor Relations Institute

Littler Press Release

July 24, 2009

Nine Littler Lawyers Top the List of U.S. Labor Attorneys

Littler Press Release

August 4, 2008

New Anti-Discrimination Legislature Reminds that Workplaces Must Reflect Diversity

The National Law Journal

August 1, 2007

Employer Handbooks Can Open Door to Legal Challenges; Alan Model Prescribes Clarifying Language

InsideCounsel

June 22, 2007

Labor Relations Institute Names Littler Mendelson Lawyers as Top US Labor Attorneys

Littler Press Release

June 20, 2007

The Dangers of Overbroad Work Rules: Union-Free and Unionized Employers Beware

Littler Insight

March 1, 2007

Alan Model Warns Employers About the Risks Involved in Office Pools

North Jersey.com

March 14, 2006

Speaking Engagements

Minority Unions - New and Renewed Alternative Organizing Tactics

March 17, 2021