

## **Barbara A. Gross**

Shareholder

Co-Chair, Higher Education Industry Group

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## **Focus Areas**

Discrimination and Harassment

Wage and Hour

Unfair Competition and Trade Secrets

Class Action

Hiring, Performance Management and Termination

Home Health and Home Care

## **Overview**

Barbara A. Gross has more than fifteen years of litigation and counseling experience that encompasses all employment and labor related matters under federal, state and local employment laws. She represents employers in all aspects of employment law litigation in federal and state courts, before administrative agencies, as well as in arbitrations and mediations. Specifically, she handles matters involving:

- Discrimination
- Harassment
- Wage and hour
- Benefits
- Non-compete
- Unfair competition
- Whistleblower
- Breach of contract
- The National Labor Relations Act

Her litigation experience includes successfully representing clients in single and multi-plaintiff litigations, as well as class and collective actions.

Barbara also drafts employment-related policies, handbooks and agreements for her clients and conducts training for managers, supervisors and employees on topics such as:

- Wage and hour compliance
- Avoiding harassment and discrimination claims
- Investigating employee complaints
- Conducting reductions in force
- Employee discipline and discharge
- Drafting employment agreements
- An array of other employment-related topics

Additionally, Barbara frequently presents to clients, industry groups and other organizations on an array of employment-related topics. These include:

- Avoiding claims of harassment and discrimination
- Wage and hour issues
- Whistleblower claims
- The interplay of the Family and Medical Leave Act, the Americans with Disabilities Act and state disability laws

Barbara works with clients in a myriad of industries, with a particular emphasis on:

- Healthcare
- Financial services
- Construction
- Consumer and retail products
- Non-profit corporations

Barbara previously clerked for the Honorable John C. Lifland (ret.) in the United States District Court for the District of New Jersey.

## **Professional and Community Affiliations**

- Member, New York State Bar Association

## **Education**

J.D., Yale Law School, 1996

B.A., Hofstra University, 1993, *summa cum laude*

## **Bar Admissions**

New York

## Courts

U.S. Court of Appeals, 2nd Circuit  
U.S. District Court, Eastern District of New York  
U.S. District Court, Southern District of New York

## Publications & Press

### **A Look at the Proliferation of New Legislation Addressing IE&D Across the Country**

*Littler Insight*

April 25, 2024

### **U.S. Department of Education Issues Long-Awaited Final Title IX Regulations**

*Littler Insight*

April 22, 2024

### **DOL Updates Guidance on Unpaid Interns, Embracing Circuit Courts' Approach**

*Littler Insight*

January 22, 2018

### **Second Circuit Announces New Test For Intern Claims and Puts the Brakes on Class and Collective Claims by Interns**

*Littler Insight*

July 15, 2015

### **Physician Denied Leave and Terminated Not 'Employee' Under Federal Discrimination Laws**

*Society for Human Resource Management (SHRM)*

October 29, 2014

### **7th Circuit: Physician Denied Leave and Terminated Not 'Employee' Under Federal Discrimination Laws**

*Littler ASAP*

October 20, 2014

### **New York City Law Provides Reasonable Accommodation for Pregnancy, Childbirth, and Related Conditions**

*Littler Insight*

October 8, 2013

### **Wage and Hour Class Action Against Replacement Nurse Staffing Agency Settles**

*Littler ASAP*

May 22, 2013

## Speaking Engagements

### Healthcare Roundtable

Littler Executive Employer, Phoenix, AZ

May 2, 2018

### New York Healthcare Industry: A Roundtable Discussion

New York, NY

July 19, 2017

### Healthcare Industry Roundtable

May 10, 2017

### Implementing the New Overtime Rule - August 18, 2016

New York, NY

August 18, 2016

### Implementing the New Overtime Rule - July 28, 2016

New York, NY

July 28, 2016

### Implementing the New Overtime Rule - July 21, 2016

New York, NY

July 21, 2016

### Implementing the New Overtime Rule - July 14, 2016

New York, NY

July 14, 2016

### Implementing the New Overtime Rule - July 7, 2016

New York, NY

July 7, 2016

### 2016 Hot Topics for New York Employers

New York, NY

June 28, 2016

### Healthcare Roundtable

New York, NY

June 2, 2016

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

New York, NY

October 6, 2015

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

New York, NY

August 13, 2015

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

New York, NY

July 30, 2015

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

New York, NY

July 23, 2015

**DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?**

New York, NY

July 16, 2015

**No More Half Measures: Getting Serious About Controlling Abuse of Leaves Under the FMLA, ADA and Local Laws**

New York, NY

June 18, 2014

**The 2011 Littler Health Care Summit**

New York, NY

June 8, 2011

**New York Employment Law Update 2009**

New York, NY

October 6, 2009