

## Daniel Gomez-Sanchez

Shareholder

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### Focus Areas

Leaves of Absence and Disability Accommodation  
Unfair Competition and Trade Secrets  
Litigation and Trials  
Discrimination and Harassment  
Wage and Hour  
Home Health and Home Care

### Overview

Daniel Gomez-Sanchez represents and advises private and public employers across many industries in a wide range of labor and employment matters. He has extensive experience litigating cases in both federal and state court, handling all aspects of the case from inception through trial. Daniel has assisted his clients in obtaining summary judgment in numerous state and federal actions and helped them win defendants' verdicts at trial. Daniel regularly advises employers on leaves of absence compliance.

He regularly represents and counsels clients in matters involving:

- Discrimination
- Retaliation
- Harassment
- Whistleblower claims
- Wage and hour violations
- Restrictive covenants
- Leaves of absence
- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act (ADA)

- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- New York State and City Human Rights Law
- New York labor laws

Daniel's experience includes:

- Representing clients in various industries in matters involving allegations of discrimination and retaliation
- Representing clients in various industries, including the hospitality industry, in matters involving claims of alleged minimum wage/overtime violations
- Litigating unfair competition matters
- Representing companies being investigated by the Department of Labor
- Representing public employers in Article 78 proceedings
- Assisting companies with unemployment hearings

Prior to joining Littler, Daniel was an associate at a national labor and employment law firm for several years. Daniel previously was an Assistant Corporation Counsel in the labor and employment division of the New York City Law Department where he represented various city agencies, including the New York City Police, Fire and Education departments in employment litigation matters as lead trial counsel.

During law school, he was notes and comments editor for the *Touro Law Review*.

## Recognition

- Named, Rising Star, *Super Lawyers*, 2015-2019
- Named, The Best Lawyers in America®, 2024

## Education

J.D., Touro Law Center, 2008, *magna cum laude*

B.A., John Jay College of Criminal Justice, *cum laude*

## Bar Admissions

New York

New Jersey

## Courts

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

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

U.S. District Court, District of New Jersey

U.S. Court of Appeals, 2nd Circuit

## Languages

Spanish

## Publications & Press

### **New York City Bans Contractual Provisions Shortening Period of Time to File Complaints or Civil Actions Relating to Discrimination, Harassment or Violence**

*Littler ASAP*

May 13, 2024

### **New York City Council Passes Bill that Would Create a Private Right of Action under the Earned Safe and Sick Time Act**

*Littler ASAP*

January 8, 2024

### **Size Bias Is Now Illegal In NYC: What Employers Should Know**

*Law360 Employment Authority*

November 27, 2023

### **New York City Amends Safe and Sick Time Regulations**

*SHRM Online*

September 28, 2023

### **New York City Amends Safe and Sick Time Regulations**

*Littler Insight*

September 22, 2023

### **NYC Enacts Height and Weight Anti-Discrimination Ordinance**

*Littler ASAP*

June 1, 2023

### **New York Department of Health Revises Health Screening Requirements for Home Care Workers**

*Littler ASAP*

August 25, 2022

### **New York City Council Seeks to Disrupt the Home Care Industry by Limiting Hours Aides Can Work**

*Littler ASAP*

April 15, 2022

### **New York Department of Labor Releases Final Regulations for State Sick Leave Law**

*Littler Insight*

December 28, 2021

**Vax Up, Speak Up, or Stay Home: New York City Issues New Guidance on Vaccination Mandates for Private Workplaces and the Key to NYC Pass**

*Littler Insight*

December 16, 2021

**Back to Basics: New York State Mandates Masks in Indoor Public Places**

*Littler ASAP*

December 10, 2021

**“We Are Not Going Back”: New York City Announces Vaccine Mandate for Private-Sector Employers**

*Littler Insight*

December 6, 2021

**New York City Council Passes Paid COVID-19 Child Vaccination Leave**

*Littler ASAP*

December 3, 2021

**State updates guidance for employers on COVID-19 sick leave law**

*Newsday*

April 14, 2021

**Littler Appoints New Leadership to Its Affinity Groups and Diversity & Inclusion Council**

*Littler Press Release*

March 22, 2021

**New York Enacts Paid Vaccination Leave Law**

*Littler ASAP*

March 15, 2021

**10 Months After Enacting the COVID-19 Paid Sick Leave Law, New York Issues Guidance Impacting a Majority of its Employers**

*Littler ASAP*

January 22, 2021

**New York State Issues First Guidance on Paid Sick Leave Law**

*Littler ASAP*

October 21, 2020

**New York City Amends Its Sick Leave Law to Align with State Law and Adds New Requirements for City Employers**

*Littler Insight*

October 5, 2020

**Suffolk County, NY Bans Hairstyle and Religious Garment Discrimination**

*Littler ASAP*

August 12, 2020

**New York Agencies Issue Guidance on COVID-19 Sick Leave for Health Care Workers**

*Littler ASAP*

July 1, 2020

**Quarantine Quandaries – How NY, NJ and CT’s Quarantine Period May Impact Employers**

*Littler Insight*

June 29, 2020

**NY Agencies Issue Joint Guidance on COVID-19 Paid Leave for Health Care Workers**

*Littler Insight*

May 26, 2020

**Suffolk County, NY Enacts “Ban-the-Box” Law Restricting Use of Criminal History in Pre-Hire Process**

*Littler Insight*

May 7, 2020

**New York City Issues Order to Facilitate Employees Affected by COVID-19 to Qualify For Paid Sick Leave**

*Littler ASAP*

May 2, 2020

**New York Enacts Statewide Sick Leave Law**

*Littler Insight*

April 6, 2020

**New York City Commission on Human Rights Proposes Rules Addressing Exceptions to Prohibition on Pre-Employment Marijuana Screening**

*Littler ASAP*

March 27, 2020

**New York Legislation Provides New Leave Time for Employees Subject to COVID-19 Quarantine, Effective Immediately**

*Littler ASAP*

March 19, 2020

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2020

**Second Circuit Sends Home Care Worker's Putative Class Claims to Union Arbitration on an Individual Basis**

*Littler ASAP*

July 3, 2019

**Pre-Employment Marijuana Drug Testing Goes Up in Smoke in NYC**

*Littler ASAP*

April 10, 2019

**Certainty is (Even Closer) on the Horizon for the New York Home Care Industry**

*Littler ASAP*

February 13, 2019

**NYC Council Proposes Additional Harassment Training Requirement for "Nightlife Establishments" and Their Employees**

*Littler ASAP*

November 14, 2018

**New York Court Nullifies Recent Emergency Amendment Codifying Longstanding "13-Hour Rule" for Home Care Industry**

*Littler ASAP*

September 28, 2018

**Another Federal Court Holds Home Health Aides in NY are NOT Necessarily Entitled to Pay for Every Hour of a 24-Hour Shift, but that the DOL's Home Care Rule Took Effect on January 1, 2015**

*Littler Insight*

December 21, 2017

**NYDOL Issues Explanatory Statement on Recent Wage Order Amendment Codifying its Longstanding Interpretation of the "13-Hour Rule"**

*Littler ASAP*

October 25, 2017

**NY DOL to Soon Issue Explanatory Statement on Recent Wage Order Amendment**

*Littler ASAP*

October 11, 2017

**NY DOL Issues Amendment to the Regulation Governing the Payment of Wages to Home Care Aides Who Work a Shift of 24 Hours or More**

*Littler ASAP*

October 9, 2017

**New York State Appellate Court Finds Arbitration Agreement Requiring Employees to Bring Claims Individually Violates The National Labor Relations Act**

*Littler ASAP*

July 25, 2017

**Littler's Long Island Office Continues Growth with the Addition of Three Attorneys**

*Littler Press Release*

September 13, 2016

## **Speaking Engagements**

**Healthcare Roundtable: Top Issues Facing Healthcare Employers in 2024**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Legal Considerations in Home Care**

Melville, NY

January 28, 2021