

Eli Freedberg

Shareholder

900 Third Avenue
New York, NY 10022
main: (212) 583-9600
direct: (212) 583-2685
fax: (212) 832-2719
efreedberg@littler.com



Focus Areas

Hospitality
Wage and Hour
Class Action
Arbitration
Litigation and Trials
Workplace Policy Institute

Overview

Eli Freedberg is an experienced lawyer who has worked on cases on behalf of major corporations, mid-sized and small businesses, and individuals. Eli works to create workplace solutions for his clients across the hospitality (including hotels, restaurants, resorts, spas, country clubs, golf clubs, and fitness clubs), health care, retail, and financial industries.

He defends employers in litigation at both the federal and state levels, including matters related to the FLSA, ADA, Title VII, FMLA, and various state and local laws. Eli is an experienced litigator who has taken cases to arbitration and prevailed on motions for summary judgment. He also advises clients regarding the protection of trade secrets and the misappropriation of confidential or proprietary information, both defending employers and pursuing enforcement against former employees.

Representative Experience:

- Prevailed on motion for summary judgment against an international food services and facilities management company and successfully dismissed Title VII and ADA claims
- Prevailed on summary judgment against a national transportation company and successfully dismissed equal pay, race and gender discrimination claims
- Successfully defended dozens of restaurant groups in class actions alleging improper tip credit and tip pooling arrangements

- Represented large health care providers in discrimination claims brought by employees
- Defended hotels and restaurant groups in class actions alleging improper distribution of service charges
- Advised employers on wage and hour compliance and conducting internal wage hour audits
- Drafted comments on behalf of trade organizations to governmental agencies in response to proposed changes to wage and hour law
- Successfully defended employers in Department of Labor investigations concerning compliance with overtime and regular rate of pay calculations and child labor issues
- Defended hospitality owners and operators and health care providers in lawsuits alleging discrimination from accessibility barriers by guests with disabilities under Title III of the ADA
- Successfully defended a former employee and new employer for claims of destruction of evidence and misappropriation of company trade secrets
- Conducted workplace training sessions for employees and managers and human resources personnel concerning performance management, harassment, diversity, EEO issues, and wage/hour issues, including pay practices and exempt/nonexempt classification issues

Eli is a popular speaker and frequent contributor to publications regarding topics related to tip credit/tip pools/service charge compliance, wage and hour compliance, prevention of harassment and discrimination, and effective employment policies.

Eli also serves as the New York coordinator and liaison for Littler's Workplace Policy Institute (WPI). Eli focuses on New York State and New York City legislative and regulatory developments in employment and labor law, as well as municipal ordinances and regulation of the workplace. As part of this initiative, Eli has organized a coalition to challenge New York City's Fair Workweek laws, which have had an extraordinarily detrimental and costly impact on New York City's fast food establishments. Eli has also drafted comments to regulatory entities such as the New York State Department of Labor in response to proposed regulations on behalf of numerous individual clients and trade organization. He also assists the employer community in understanding New York legislation before it becomes law and adapting policies to comply with these new laws.

Education

J.D., Yeshiva University Benjamin N. Cardozo School of Law, 2002

B.A., State University of New York at Binghamton

Bar Admissions

New York

Connecticut

Courts

U.S. Court of Appeals, 2nd 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

Publications & Press

Virtual Cashiers Can Help Cut Wage Costs But Risk Liability

Law360

April 16, 2024

Just-Cause Laws Could Spread After 2nd Circ. Ruling

Law360 Employment Authority

January 11, 2024

New York City Passes Bill Requiring Employers to Provide an “Employee Bill of Rights” to All Employees Regardless of Immigration Status

Littler ASAP

December 7, 2023

Good Business Practices or a ‘War on Tech’?: Labor and Employment Lawyers Eye Bill to Rein in Workplace AI

New York Law Journal

September 22, 2023

New York State Proposes Regulations for Pay Transparency in Job Advertisements

Littler Insight

September 19, 2023

New York City’s AI Hiring Bias Law Creates Hurdles for Companies

Bloomberg Law

July 13, 2023

NYC Department of Consumer and Worker Protection Issues Guidance on AI Regulations

Littler ASAP

July 5, 2023

Evanston, Illinois Establishes a Fair Workweek Ordinance

Littler Insight

May 26, 2023

NYC, Restaurant Groups Bring 'Just Cause' Args To 2nd Circ.

Law360 Employment Authority

May 16, 2023

New York City Adopts Final Regulations on Use of AI in Hiring and Promotion, Extends Enforcement Date to July 5, 2023

Littler Insight

April 13, 2023

2023 New York Pay Transparency Law Covers Remote Work

WorldatWork

April 3, 2023

Berkeley, Calif. Adopts Fair Work Week Measures

SHRM Online

February 23, 2023

Berkeley, California Adopts Fair Work Week Measures

Littler Insight

February 21, 2023

Los Angeles Adopts Fair Workweek Measures

SHRM Online

February 14, 2023

Los Angeles the Latest City to Adopt Fair Work Week Measures

Littler Insight

February 8, 2023

New York Becomes the Latest State to Require Salary Transparency in Job Postings

Littler ASAP

December 28, 2022

NYC Pushes Back AI Bias Law's Effective Date To April

Law360 Employment Authority

December 13, 2022

New York City Defers AI Law Enforcement to April 15, 2023

Littler ASAP

December 12, 2022

New York to Require Human Trafficking Recognition Training for Certain Hospitality Employees

Littler ASAP

November 22, 2022

Tensions in Brazil as Bolsonaro breaks silence

BBC World News

November 1, 2022

NYC pay transparency law will spur demands for raises nationwide: experts

New York Post

October 23, 2022

Calif. Fast Food Worker Law Could Affect Other States, Jobs

Law360 Employment Authority

September 14, 2022

NYC Pay Transparency Law May Result in Pay Compression

SHRM Online

August 1, 2022

New York State Senate Poised to Pass Expansive Lien Law for Wage Claims

Littler ASAP

May 16, 2022

3 Things To Know After NYC Waters Down Pay Disclosure Law

Law360 Employment Authority

May 5, 2022

NYC Amends Wage Transparency Law

Littler ASAP

April 29, 2022

NYC Pay Transparency Changes Poised to Shape Job Ads Nationally

Bloomberg Law

April 27, 2022

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

Littler ASAP

April 15, 2022

Court Holds Plaintiffs Are Precluded from Asserting New York Wage Theft Prevention Act Claims in Federal Court

Littler ASAP

April 5, 2022

“Open for Business”: New York City’s Mayor Signs Executive Order to Help Small Businesses

Littler ASAP

January 5, 2022

New York City Enacts Law that Hinders Use of Automated Tools in Hiring and Promotion Decisions

Littler Insight

December 28, 2021

New York City Council Passes Bill That Requires Identifying the Minimum and Maximum Potential Salaries on Virtually All Job Advertisements

Littler ASAP

December 16, 2021

New York’s General Contractors are Jointly Liable for Construction Worker Wages

Littler ASAP

October 21, 2021

New York City Passes Sweeping Set of Bills Aimed at Delivery Drivers and Hotel Workers

Littler Insight

September 30, 2021

Final Rule Affirms U.S. Department of Labor’s Power to Fine Businesses That Engage in Tip Theft

Littler ASAP

September 28, 2021

NY DOL Publishes its Airborne Infectious Disease Exposure Prevention Plan in Accordance With the NY HERO Act

Littler Insight

July 14, 2021

Law Prohibiting At-Will Employment at NYC Fast-Food Restaurants Challenged

SHRM Online

June 23, 2021

New York and New Jersey Governors Sign the Healthy Terminals Act

SHRM Online

June 2, 2021

New York and New Jersey Governors Sign the Healthy Terminals Act

Littler Insight

May 14, 2021

New York HERO Act Requires Workplace Safety Measures

Littler Insight

June 17, 2021

DOL Withdraws Three Opinion Letters on Wage and Hour Rules

SHRM Online

February 1, 2021

At-Will Employment Challenged by New NYC Ordinance

SHRM Online

January 19, 2021

Department of Labor Issues Two Tip-Related Opinion Letters in Final Days of Outgoing Administration

Littler ASAP

January 19, 2021

NYC Adds 'Just Cause' Protections For Fast Food Workers

Law360

January 6, 2021

Worker Scheduling Laws Set to Expand Amid Pandemic Balancing Act

Bloomberg Law

December 29, 2020

DOL Issues Final Rule on Handling Tips and Eliminating the 80/20 Rule

Littler Insight

December 23, 2020

2021 Brings Changes to New York's Wage and Hour Laws

Littler ASAP

December 18, 2020

New York City Bills Seek to Eliminate At-Will Employment in the Fast Food Industry

Littler Insight

December 16, 2020

Return-to-work issues hotels need to be aware of

Hotel Management

June 28, 2020

Proposed NYC Essential Workers Bill of Rights Provides Just Cause Termination and Premium Pay for Essential Workers, Sick Leave for Independent Contractors

Littler ASAP

April 23, 2020

New Year, New Trend? New York to Require Corporate Reporting on Number of Women on the Board

Littler ASAP

January 6, 2020

New York Governor Orders Elimination of the Tip Credit for Employers Subject to the Minimum Wage Order for Miscellaneous Industries and Occupations

Littler Insight

January 2, 2020

New York Extends Wage and Hour Liability to Top 10 Members of Non-NY LLCs

Littler ASAP

December 17, 2019

New York City Amends Human Rights Law to Extend Protections to Freelancers and Independent Contractors

Littler ASAP

September 13, 2019

Reminder to Post New York State Election Leave Notices

Littler ASAP

June 11, 2019

New York Scraps Plans for Statewide Predictable Scheduling Law

SHRM Online

March 12, 2019

New York State Department of Labor Scraps Plans to Implement Statewide Predictable Scheduling

Littler ASAP

March 1, 2019

The Preemption Power Struggle: Red States, Blue Cities Clash Over Workplace Laws

Littler Podcast

February 20, 2019

New York Employers Can Expect Significant Legislative and Regulatory Activity in 2019

Littler Insight

January 30, 2019

New York Agency Proposes Statewide Predictable Scheduling Regulations

SHRM Online

December 27, 2018

New York Agency Renews Effort to Promulgate State-Wide Predictable Scheduling

Littler ASAP

December 11, 2018

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

Littler ASAP

November 14, 2018

DOL Reissues 2009 Opinion Letter and Loosens Rules to Apply a Tip Credit to Employees Who Perform Side Work

Littler ASAP

November 9, 2018

**New York City Law Requiring Employers to Engage in a "Cooperative Dialogue" for Accommodation Requests Takes Effect
October 15, 2018**

Littler ASAP

September 21, 2018

**Significant Compliance Challenges in New York State's Proposed Anti-Sex Harassment Rules: What Can Employers Do
Now?**

Littler Insight

September 7, 2018

NY Agencies Publish Draft Sexual Harassment Model Policy, Complaint Form, and Training

Littler ASAP

August 24, 2018

Big Apple's Law Mandating Temporary Schedule Changes Takes Effect

SHRM Online

July 17, 2018

Reminder – NYC's "Temporary Schedule Change" Law Becomes Effective on July 18, 2018

Littler ASAP

July 9, 2018

NYC May Start Enforcing its Law Requiring Fast Food Employers to Facilitate Payroll Deductions to Fund Contributions to Certain Not-For-Profit Organizations

Littler ASAP

July 2, 2018

Washington, D.C., Residents Vote to Eliminate the 'Tip Credit'

SHRM Online

June 26, 2018

The District of Columbia Eliminates the "Tip Credit"

Littler ASAP

June 21, 2018

New Tip-Sharing Rules for Tipped Employees

TLNT

April 20, 2018

DOL Clarifies Amendment to the FLSA's Tip Pool Rules

Littler ASAP

April 12, 2018

New York City Laws Grant Employees Power to Dictate Their Schedules

SHRM Online

February 8, 2018

The New York City Council Continues To Pass Laws Granting Employees The Power To Dictate Their Schedules

Littler Insight

January 30, 2018

DOL Issues Proposed Rule to Rescind 2011 Regulations that Impose Tip-Sharing Restrictions on Employers that Pay the Full Federal Minimum Wage to Employees

Littler ASAP

December 5, 2017

DOL Announces Proposed Rule to Expand FLSA Tip Sharing

SHRM Online

December 5, 2017

New York State Jumps on the Predictive Scheduling Bandwagon and Issues Proposed Scheduling Rules

Littler Insight

November 14, 2017

The DCA Has Issued Proposed Rules for the New York City Fair Workweek’s Predictive Scheduling Laws

Littler Insight

October 25, 2017

DOL Announces Intent to Rescind Rule Restricting the Allocation of Gratuities to Non-Tipped Employees When the Employer Does Not Take a Tip Credit

Littler Insight

July 27, 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

New York City Enacts Laws Limiting Employers' Flexibility To Staff Employees

Littler Insight

June 2, 2017

New York State Industrial Board of Appeals Invalidates New Regulation Governing Payment of Wages by Direct Deposit or Debit Card

Littler ASAP

February 17, 2017

New York Implements Regulation Strongly Favoring Payment of Wages by Check and Discouraging Payment by Direct Deposit and Debit Card

Littler Insight

September 12, 2016

NYC Businesses Face Unintended Consequences From New Overtime Rules

Crain's New York Business

June 8, 2016

Littler's New York Office Adds Two Attorneys to Its Roster

Littler Press Release

May 17, 2016

Speaking Engagements

Predictably Unpredictable – Navigating Fair Workweek Laws Across the United States

July 11, 2024

Virtual Hospitality Roundtable

May 15, 2024

Predictably Unpredictable - Navigating Fair Workweek Laws Across the United States

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

Virtual Hospitality Roundtable

January 23, 2024

New York Retail Roundtable

December 5, 2023

Virtual Hospitality Roundtable

September 28, 2023

2023 Littler AI Summit

Washington, DC

September 21, 2023

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

Predictably Unpredictable – An Overview of Fair Workweek Laws

May 18, 2023

Show and Tell: Pay Transparency and Disclosure Requirements Go Primetime

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Yet More Major New Changes in NY State and City Employment Law?!?

March 15, 2023

Virtual Hospitality Roundtable

January 26, 2023

A.I. in HR - Staying Ahead of the Curve

A.I. in HR - Staying Ahead of the Curve, Atlanta, GA

October 27, 2022

Labor and Employment Policy Developments in New York City and Beyond

New York, NY

May 25, 2022

Hospitality Industry Roundtable

Littler Executive Employer Conference

May 4, 2022

A Virtual Hospitality Roundtable

February 24, 2022

It's Not Just About COVID! Major New Changes in NY State and City Employment Law

February 16, 2022

The NY HERO Act: What Employers Need to Know to Be Compliant

Melville, NY

July 29, 2021

Timely Talk About Wage and Hour Law: New York's Requirement and Recent Legal Developments

New York, NY

June 10, 2021

Virtual Hospitality Roundtable

March 11, 2021

Virtual Hospitality Roundtable

March 4, 2021

What to Expect? Considerations for Hospitality Employers Under the Next Administration

November 10, 2020

Hospitality Roundtable

August 26, 2020

Wage and Hour Considerations for Reopening Your Business

May 21, 2020

Practical Considerations for Getting Your Employees Back to Work

May 14, 2020

New York Hospitality Roundtable

New York, NY
April 22, 2020

Philadelphia Breakfast Briefing on Predictable Scheduling Compliance

Philadelphia, PA
February 4, 2020

Large Retail, Hospitality and Hotel Establishments and Franchisees in Philadelphia

Philadelphia, PA
December 4, 2019

Timely Talk About Wage and Hour Law: New York's Requirements and Recent Legal Developments

October 31, 2019

Tips on Tips: Keeping Up with Changes on Handling the Tip Credit, the 80/20 Rule and Service Charges

September 12, 2019

New York Hospitality Roundtable

New York, NY
April 30, 2019

Time for a Tune-Up: Compliance Tips for 2019 and Beyond

New York, NY
April 23, 2019

Understanding New York State and City's Sexual Harassment Laws: A Compliance Checklist

October 30, 2018

Understanding New York State and City's Sexual Harassment Laws: A Compliance Checklist

October 19, 2018

Predicting the Future of Predictive Scheduling: What Employers Need to Know Now

October 9, 2018

New York Hospitality Roundtable

New York, NY
May 16, 2018

Workplace Policy Institute State of Play: An Inside Perspective on Labor and Employment Policy in Congress and the Federal Agencies

Littler Executive Employer, Phoenix, AZ

May 3, 2018

Timely Talk About Wage and Hour Law: The FLSA's 2018 Amendment on Tip Pooling and Tip Ownership and the Related DOL Field Bulletin

April 26, 2018

New York Hospitality Roundtable

New York, NY

January 30, 2018

New York: The City (With a City Council) That Never Sleeps - Keeping Up With New Employment Legislation

New York, NY

November 16, 2017

New York City's Fair Workweek Law – Overview and Analysis of the New York's City New Scheduling Requirement

July 20, 2017

Timely Talk about Wage and Hour Law: Tipping in the Hospitality and Restaurant Industries

July 19, 2017

New York Healthcare Industry: A Roundtable Discussion

New York, NY

July 19, 2017

2016 Hot Topics for New York Employers

New York, NY

June 28, 2016