

Geida D. Sanlate

Knowledge Management Counsel

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Focus Areas

International Employment Law
Immigration and Global Mobility
Training - Compliance, Ethics, Leadership
Business and Human Rights
Discrimination and Harassment
Hiring, Performance Management and Termination
Littler Knowledge Management
Legislative and Regulatory

Overview

Geida D. Sanlate is a member of Littler’s Knowledge Management Department, serving as Knowledge Management Counsel and editor of several Littler international publications. She works closely with the firm’s attorneys to effectively and efficiently answer clients’ labor and employment law questions, as well as to collaborate and develop work products that help the firm’s clients. She also supports Littler’s International and Global Mobility and Immigration Practice Groups by monitoring, analyzing, and reporting on legislative, regulatory, and caselaw developments that impact labor and employment law. Geida also conducts workplace training programs tailored to meet clients’ specific needs.

Prior to joining Littler’s Knowledge Management Department, Geida was an associate in Littler’s Newark office where she represented and counseled employers in a broad range of labor and employment matters arising under federal and state law, including:

- Employment litigation
- Employment discrimination
- Compliance counseling
- Labor arbitration

Appearing in state and federal courts and before the Equal Employment Opportunity Commission (EEOC) and National Labor Relations Board (NLRB), she handled issues arising under:

- Title VII of the Civil Rights Act of 1964
- The Family and Medical Leave Act (FMLA)
- The Americans with Disabilities Act (ADA)
- New Jersey Law Against Discrimination
- New York State and City Human Rights Law

In addition, she has prior extensive experience representing clients in immigration-related proceedings.

Prior to joining Littler, Geida served as a law clerk for the Hon. Richard W. English, Judge of Superior Court. While in law school, she worked as a judicial intern for the Hon. Jose L. Linares, U.S. District Judge, and as an intern for the Equal Employment Opportunity Commission. She is also a published author in the *Rutgers Business Law Journal*, where she served as an editor.

Professional and Community Affiliations

- Member, Formerly Press Secretary and Trustee, Hispanic Bar Association of New Jersey
- Member, New Jersey State Bar Association
- Member, Formerly Pro Bono Counsel, Partners for Women and Justice

Education

J.D., Rutgers School of Law, Newark, 2006

B.A., Brooklyn College, the City University of New York, 1997

Bar Admissions

New Jersey

Courts

U.S. District Court, District of New Jersey

Languages

Spanish

Publications & Press

The Global Guide Quarterly (Quarter 1, 2024)

Littler Global Guide Quarterly

April 18, 2024

The Global Guide Quarterly (Quarter 4, 2023)

Littler Global Guide Quarterly

January 17, 2024

The Global Guide Quarterly (Quarter 3, 2023)

Littler Global Guide Quarterly

October 18, 2023

The Global Guide Quarterly (Quarter 2, 2023)

Littler Global Guide Quarterly

July 21, 2023

The Global Guide Quarterly (Quarter 1, 2023)

Littler Global Guide Quarterly

April 12, 2023

COVID-19 and Immigration Updates: Form I-9 Guidance, Border Closures, and More

Littler ASAP

March 20, 2020

Survey Finds that Many Companies Fall Short in their Anti-Corruption Compliance Programs

Littler ASAP

November 7, 2013

Bills Signed into Law in California will Benefit Undocumented Residents

Littler ASAP

October 8, 2013

Brazil's New Anti-Corruption Law: What Every Multinational Employer Should Know

Littler Insight

August 22, 2013

Nueva Ley Contra la Corrupción de Brasil: Todo lo que un Empleador Multinacional Debe Saber

Littler Insight

August 22, 2013

Colombia Adopts Regulations to Implement its Data Protection Laws

Littler Insight

July 29, 2013

Colombia Adopts Normas Sobre la Protección de Datos Personales

Littler Insight

July 29, 2013

Mexico: It's the Law! Mexico Employers Must Implement Training Programs for Employees or Risk Steep Fines

Littler Insight

July 2, 2013

Venezuela Employers Beware: New Regulations Establish Additional Wage and Hour Requirements

Littler Insight

May 24, 2013

Alerta a los Empleadores Venezolanos: Nuevo Reglamento Establece Requisitos Adicionales a la Jornada Laboral y Días de Descanso

Littler Insight

May 24, 2013

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute

Littler Report

February 21, 2013

New Jersey Supreme Court Rules that E-Mails Exchanged Between Employee and Her Attorney Using Company's Computer Remain Privileged

Littler Insight

April 1, 2010

New Jersey's Paid Family Leave Law: the Hidden Costs to Employers Doing Business in the Garden State

Littler Insight

May 1, 2008

Tilting the Scale in Favor of Debtors in Light of BAPCPA's Amendment of Section 366

4 Rutgers Bus. Law Journal

Spring 2007

Speaking Engagements

"Conozca Sus Derechos" ("Know Your Rights")

NBC Universal, Telemundo

2008