## Geida D. Sanlate

Knowledge Management Counsel

direct: (412) 201-7619
gsanlate@littler.com

## 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 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

**Nueva Ley Contra la Corrupción de Brasil: Todo lo que un Empleador Multinacional Debe Saber**
*Littler Insight*
August 22, 2013

**Brazil's New Anti-Corruption Law: What Every Multinational Employer Should Know**
*Littler Insight*
August 22, 2013

**Colombia Adopta Normas Sobre la Protección de Datos Personales**
*Littler Insight*
July 29, 2013

**Colombia Adopts Regulations to Implement its Data Protection Laws**
*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