



Jason M. Branciforte

Shareholder

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Focus Areas

Government Contractors
Discrimination and Harassment
Labor Management Relations
Training - Compliance, Ethics, Leadership
Policies, Procedures and Handbooks

Overview

Jason M. Branciforte has litigated on behalf of management in connection with all types of employment and labor disputes, including wrongful discharge and defamation claims and claims based upon:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The National Labor Relations Act
- The Fair Labor Standards Act
- The McNamara-O'Hara Service Contract Act
- The Walsh-Healey Public Contracts Act
- The Worker Adjustment and Retraining Notification Act

He regularly appears before state and federal courts throughout the United States and before the Equal Employment Opportunity Commission, the National Labor Relations Board and the Department of Labor.

Additionally, Jason has an active labor relations practice and regularly represents clients in arbitrations, unfair labor practice proceedings, strikes, union election campaigns, collective bargaining negotiations, and strategic labor relations

planning matters. He has particular experience in the security and correctional facility industries, as well as in the federal contracting world.

Jason also has a diverse counseling practice, and regularly advises employers on employee separations and terminations, employee discipline, wage payment issues, workplace privacy issues, compliance with numerous federal and state statutes and regulations relating to the workplace, union avoidance strategies, strikes, and how to effectively manage with a union.

He has particular experience assisting government contractors with all aspects of their operations and ensuring compliance with the McNamara-O'Hara Service Contract Act, the Walsh-Healey Public Contracts Act, and related federal and state statutes.

Jason is a former member of Littler Mendelson's Board of Directors and currently serves on the Shareholder Candidate Committee.

Recognition

- Named, The Best Lawyers in America®, 2018-2023
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2013-2020
- Named, Washingtonian Top Lawyers, *Washingtonian Media*, 2018-2020
- Named, Super Lawyer, Washington, DC, *Super Lawyers*, 2013-2019
- Named, Client Service All-Star, *BTI Consulting Group*, 2014

Education

J.D., Cornell University Law School, 1990

A.B., Georgetown University, 1987, *cum laude*

Bar Admissions

District of Columbia

New York

Courts

U.S. Court of Appeals, 1st Circuit
U.S. Court of Appeals, 3rd Circuit
U.S. Court of Appeals, 4th Circuit
U.S. Court of Appeals, 10th Circuit
U.S. Court of Appeals, D.C. Circuit
U.S. District Court, District of Columbia
U.S. District Court, Eastern District of New York
U.S. District Court, District of Maryland
U.S. District Court, District of Colorado

Publications & Press

Little Ranked in Chambers USA Guide 2022

Little Press Release

June 1, 2022

The Safer Federal Workforce Task Force Publishes Additional Federal Contractor and Subcontractor Guidance

Little Insight

November 3, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Little Lawyers

Little Press Release

August 19, 2021

Little Ranked in Chambers USA Guide 2021

Little Press Release

May 27, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Little Lawyers

Little Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Little Lawyers; 14 Named Lawyer of the Year

Little Press Release

August 15, 2019

NLRB Holds that Employer Does Not Taint Decertification Effort by Promoting the Employee Responsible for the Petition

Little Insight

July 2, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Employers on Notice After Estée Lauder Parental Leave Settlement

Bloomberg Law

July 19, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

Bad Hires Present Numerous Monetary, Legal Costs

Bloomberg BNA Human Resources Report

November 22, 2016

Discrepancies Found in Two-Thirds of Job Applications

Bloomberg BNA Human Resources Report

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Perceptions of Gender Pay Equity Can Affect Hiring, Sales

Bloomberg BNA

March 16, 2016

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

California Measles Outbreak, Vaccination Controversy Raise Issues for Employers

Bloomberg BNA Human Resources Report

February 16, 2015

Conflict Resolution: How Managers Can Address Disputes in the Workplace

Bloomberg BNA Workforce Strategies

July 28, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Littler Attorneys Named to Elite BTI “Client Service All-Stars” List

Littler Press Release

February 5, 2014

Littler Mendelson Named in the 2013 Chambers USA Guide

Littler Press Release

May 24, 2013

HR Should Have Consistent Policies, Procedures on Criminal Background Checks

Bloomberg BNA

October 22, 2012

An Employment Law Guide for Federal Contractors in the Wake of the American Recovery and Reinvestment Act of 2009

Littler Report

August 21, 2009

DOL Finalizes USERRA Regulations Detailing the Reemployment Rights of Military Service Members

Littler Insight

January 6, 2006

Employers Must Be Aware of Their Legal Obligations Under the USERRA, Which Provides Job and Benefit Protection to Employees Who Have Temporarily Departed the Workplace to Serve in the Uniformed Services

Littler Insight

March 15, 2003

Speaking Engagements

Tyson's Corner Fall Mini Series: Service Contract Act and OFCCP Review

Tyson's Corner, VA

October 28, 2020

Social Networking in the Workplace – the Blurred Line between Personal and Professional

HR Leadership Connection for Engineering and Architecture, Fairfax, VA

April 11-13, 2018

Technology Trends and Traps

2017 Financial and Risk Management Forum, Fairfax, VA

November 8, 2017

Protests, Political Speech, and Public Relations

2017 Mid-Atlantic Employer Conference, Washington, D.C.

June 6, 2017

The 2016 Election: What Does a Trump Victory Mean for Employers?

Tyson's Corner, VA

December 13, 2016

2016 Mid-Atlantic Employer Conference

Washington, DC

June 7, 2016

Overview of Federal Labor Laws for Government Contractors (SCA, DBA, FLSA, OFCCP and related Executive Orders)

Public Contracting Institute: HR and Labor Compliance for Federal Contractors

September 15, 2015

Today's Hot Labor Topics: The NLRB's New Quickie Election Rule, Social Media and Email, Employee Handbooks, Joint Employers, ACA, and Pension Reform

Little Mendelson, Washington D.C.

June 25, 2015