

Jean L. Schmidt

Senior Counsel

900 Third Avenue
New York, NY 10022
main: (212) 583-9600
direct: (212) 497-8486
fax: (212) 832-2719
jschmidt@littler.com



Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Training - Compliance, Ethics, Leadership
Business Restructuring and M&A
Whistleblowing, Compliance and Investigations

Overview

A highly-skilled and successful litigator Jean L. Schmidt has successfully represented and counseled employers in all aspects of employment law for more than 20 years. Her litigation experience includes the successful defense of:

- An airline in claims involving race, age and disability discrimination
- A national manufacturing company against sex discrimination claims
- An insurance company in health benefit claims under ERISA

She also has represented technology companies, catalog companies, and IT service providers in disputes involving the enforcement of non-competition agreements, confidentiality agreements and non-solicitation agreements, including obtaining and defending against preliminary injunctions.

Jean owned her own business prior to receiving her law degree, which has made her particularly effective in understanding clients' businesses and helping them achieve their business goals in ways that minimize the risk of employment litigation and liability.

She provides counseling and advice to clients on a daily basis in all aspects of employment matters, including:

- Sexual harassment investigations
- Preparation of employment contracts
- Managing reductions-in-force

- Plant closings and the Worker Adjustment and Retraining Notification Act
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- Title VII
- Other federal, state and local employment laws

Jean has lectured on a variety of employment law topics, including coordinating the Family and Medical Leave Act with the federal and state disability and workers compensation laws. She also conducts training seminars for supervisory and managerial employees on equal employment laws and sexual harassment and frequently serves as a program speaker for professional associations. She previously served on the firm's Board of Directors.

Jean began her legal career with the Equal Employment Opportunity Commission, was appointed the acting regional attorney in New York, and was the Commission's lead attorney in a nationwide class action sex discrimination law suit against a major food corporation.

Professional and Community Affiliations

- Member, New York City Bar Association
- Member, American Bar Association
- Member, Board of Directors, Kappa Kappa Gamma Foundation

Recognition

- Named, The Best Lawyers in America®, 2018-2024
- Recipient, BTI Client Service All-Star Award, 2022, 2024

Education

J.D., University of California, Hastings College of the Law

B.A., Miami University

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit
U.S. Court of Appeals, 4th Circuit
U.S. Court of Appeals, 6th Circuit
U.S. Court of Appeals, 9th Circuit
U.S. District Court, Southern District of New York
U.S. District Court, Eastern District of New York
U.S. District Court, Western District of New York
U.S. District Court, District of New Jersey
U.S. District Court, Northern District of California
U.S. District Court, District of Arizona

Publications & Press

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

Littler Press Release

August 19, 2021

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

Littler Press Release

August 20, 2020

New York Releases FAQs on Statewide Salary History Ban

Littler ASAP

January 27, 2020

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

Littler Press Release

August 15, 2019

New York Expands Pay Equity Law Beyond Equal Work and Gender and Bans Inquiries into Salary History

Littler ASAP

July 11, 2019

Littler Elects Five New Members to Board of Directors

Littler Press Release

January 30, 2019

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

Littler Press Release

August 15, 2018

New York Lawmaker Introduces Fashion Model Anti-Harassment Bill

SHRM Online

November 6, 2017

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

Littler Press Release

August 17, 2017

New York City Set to Ban Inquiries About Salary History

Littler ASAP

April 14, 2017

When Tragedy Strikes: How Employers Can Assist Employees Affected by Mass Shootings and Disasters

Littler Insight

June 16, 2016

New York Expands Protections for Women with Passage of Women's Equality Act

Littler Insight

November 3, 2015

Same-Sex Married Couples Now Have Equal Rights to FMLA Leave Regardless of Their Residence

Littler Insight

March 3, 2015

New same-sex marriage rules simplify FMLA benefits for employers

Business Insurance

March 1, 2015

Same-Sex Married Couples Now Have Equal Rights to FMLA Leave Regardless of Their Residence

Association of Corporate Counsel North Florida Chapter, First Quarter Newsletter 2015

A Look at Changes to New York City's Earned Sick Time Act

Thomson Reuters Westlaw Journal Employment

May 13, 2014

Revised New York City Earned Sick Time Act Effective on April 1, 2014

Littler Insight

March 17, 2014

FMLA: After DOMA ruling, employee's residence matters

Business Management Daily

July 22, 2013

New York City Passes New Sick Leave Law

New York Law Journal

July 12, 2013

Same-Sex Marriages and Employee Leave Entitlement After Windsor

Littler Insight

July 12, 2013

DOMA Ruling Will Change FMLA Administration

Society for Human Resource Management (SHRM)

July 2, 2013

Supreme Court Decides the Fate of Same-Sex Marriages

Littler Insight

June 27, 2013

Are You Feeling Sick? New York City Passes a New Sick Leave Law

Littler Insight

May 10, 2013

Revised New York State Notice of Pay Rate Requirements Forces Employers to Consider Whether and Why New Hires May Be Overtime-Exempt

Littler Insight

February 10, 2010

Littler Mendelson Continues Remarkable Growth with Addition of 10 Attorneys to Its Tri-State Offices

Littler Press Release

April 16, 2008

Speaking Engagements

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

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

March 15, 2023

The #MeToo Movement and Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

New York, NY

April 10, 2018

New York Healthcare Industry: A Roundtable Discussion

New York, NY

July 19, 2017

Healthcare Roundtable

New York, NY

June 2, 2016

Conducting Lawful Investigations: Facing New Challenges, Refining Your Techniques and Avoiding the Common Pitfalls

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

Closing the Gender Pay Gap: The Role of State Fair Pay Laws

The 2016 Executive Employer® Conference

May 5, 2016

2016 Hot Topics for New York Employers

New York, NY

March 1, 2016

Corporate Compliance & Financial Services Update

New York, NY

November 19, 2015

2015 Tri-State Employer Conference

New York, NY

November 5, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

September 10, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

August 13, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

July 23, 2015

The Demise of On-Call Shifts? New York, San Francisco & Beyond

June 18, 2015

Annual NY Legal Update: The Top Employment and Labor Issues Affecting New York Employers

New York, NY

October 16, 2014

No More Half Measures: Getting Serious About Controlling Abuse of Leaves Under the FMLA, ADA and Local Laws

New York, NY

June 18, 2014

Critical Employment Law Issues Facing Healthcare Employers Today

2012 Healthcare Summit - Littler Mendelson

September 12, 2012

A Look Back / A Look Forward Legal Update: The Top Employment and Labor Issues Affecting New York Employers

New York, NY

March 14, 2012

The 2011 Littler Health Care Summit

New York, NY

June 8, 2011

Alternatives to Reductions in Force: Getting it Right in Recessionary Times

New York, NY

May 13, 2009