

## John T. Bauer

Office Managing Shareholder

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## Focus Areas

Wage and Hour

Labor Management Relations

Discrimination and Harassment

Unfair Competition and Trade Secrets

Staffing, Independent Contractors and Contingent Workers

## Overview

John T. Bauer has more than 30 years of experience representing and advising employers in all aspects of labor and employment law. His practice includes:

- Wage and hour compliance and litigation
- Employment discrimination and harassment issues
- Labor relations, collective bargaining and other union/management issues
- Wrongful termination
- Personnel policy review and development
- Employee discharge and discipline
- Employment contracts
- Restrictive covenants and trade secrets
- Labor and employment issues related to mergers, sales and acquisitions of businesses

John also has an active litigation practice, representing clients before state and federal courts and administrative agencies, as well as in arbitration proceedings.

Additionally, he regularly speaks to business groups on labor and employment law topics.

In law school, John was articles editor of the *Albany Law Review*.

## Professional and Community Affiliations

- Member, Board of Directors and Executive Committee, Hauppauge Industrial Association
- Member, Advisory Board, Island Harvest
- Member, New York State Bar Association
- Member, Suffolk County Bar Association
- Member, Nassau County Bar Association

## Recognition

- Named, The Best Lawyers in America®, 2014-2024
- Named, Lawyer of the Year, Litigation - Labor and Employment, Long Island, *The Best Lawyers in America*®, 2018-2019
- Named, Top Labor and Employment Lawyers on Long Island, *Long Island Business News*
- Named, One of the Ten Leaders in Labor and Employment Law on Long Island, *The Ten Leaders Cooperative*

## Education

J.D., Albany Law School, 1986

B.A., State University of New York at Stony Brook, 1982, *With Honors*

## Bar Admissions

New York

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

## Publications & Press

### **Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Littler's William Ng Named President-Elect of the Asian American Bar Association of New York**

*Littler Press Release*

February 25, 2021

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

*Littler Press Release*

August 20, 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

**ABA Young Lawyers Division Names Littler's William H. Ng Among 2019 Top 40 Young Lawyers**

*Littler Press Release*

June 28, 2019

**Shareholder Ellen Storch Joins Littler in Long Island**

*Littler Press Release*

January 17, 2019

**Suffolk County Set to Become the Fourth New York Jurisdiction to Ban Salary History Inquiries**

*Littler ASAP*

December 10, 2018

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

*Littler Press Release*

August 15, 2018

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

*Littler Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Suits and Armor**

*Long Island Business News*

August 12, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Around the world in 80 depositions**

*Long Island Business News*

June 16, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**John Bauer Notes Long Island as a Hot Spot for Littler**

*Newsday.com*

June 5, 2006

**Littler Mendelson Continues Explosive Growth with 18 New Attorneys in New York, Long Island, and Newark**

*Littler Press Release*

June 1, 2006

## **Speaking Engagements**

**Recent Developments in Labor and Employment Law in New York**

HIA-LI HR Committee

June 29, 2023

**2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

**New York State Paid Sick Leave Law and Suffolk County's "Ban-the-Box" Ordinance**

Client Presentation

June 11, 2020

**Top 10 Employment Law Tips for a Successful 2019**

Melville, NY

March 19, 2019

**Preventing Workplace Harassment in the Age of #MeToo**

HIA-LI Human Resources Committee, Hauppauge, NY

June 14, 2018

**Are You Ready for the New York Paid Family Leave Benefits Law?**

Melville, NY

October 26, 2017

**Hot Topics for New York Employers**

New York, NY

October 27, 2016

**DOL Issues Final Overtime Rule - New York**

Melville, NY

June 30, 2016

**Preparing for Change: DOL's Final Rule on Overtime**

Hauppauge Industrial Association of Long Island (HIA-LI) Human Resources Committee, Hauppauge, NY

June 9, 2016

**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?**

Melville, NY

July 16, 2015

**Littler's Annual Report on the EEOC**

Melville, NY

March 12, 2015

**Managing Leaves of Absence: The Interplay of the FMLA and ADA**

Melville, NY

December 3, 2014

**Hiring and Firing: Best Practices and Avoiding Litigation Landmines**

Melville, NY

September 10, 2014

**Mandatory Arbitration of Employment Disputes**

Fairport, NY

February 27, 2014

**Hot Topics: Current Employment and Labor Issues Affecting New York Employers**

Melville, NY

October 23, 2013

**The Affordable Care Act — Critical Next Steps for Employers**

Melville, NY

April 2, 2013

**Adapting to the New NLRB, Containing Costs, and Managing Workforces in Today's Environment**

NLRB & Labor Law Disputes and Litigation Conference - American Conference Institute

March 21, 2013

**Leave Me Alone: Handling FMLA Leave Abuse and Post-FMLA Accommodation**

New York, NY

October 25, 2012

**Bullying & Violence in the Workplace: The Playground Syndrome**

Human Resources Committee - HIA-LI, Hauppauge, NY

October 16, 2012

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

Melville, NY

June 6, 2012

**Unionized or Not, Changes at the National Labor Relations Board Affect ALL Employers**

Melville, NY

March 6, 2012

**Arbitration of Employment Disputes as an Alternative to Litigation**

Suffolk County Bar Association

February 10, 2012

**Conducting Lawful Workplace Investigations**

Human Resources Committee - Hauppauge Industrial Association

February 9, 2012

**U.S. Supreme Court Expands Employee Protections Against Retaliation**

Nassau County Bar Association

October 12, 2011

**What You Need to Know About Flex Work, Telecommuting and Other Alternative Work Arrangements**

Melville, NY

September 14, 2011

**The Employee from Hell**

Melville, NY

May 12, 2011

**The Top Employment & Labor Trends to Watch in the Year Ahead**

Melville, NY

February 16, 2011

**Employee Misclassification: The Risks and How You Can Avoid Them**

Melville, NY

November 19, 2010

**Weathering the New Wave of Wage & Hour Claims and Class Actions**

Melville, NY

May 21, 2010

**New York Employment Law Update**

Melville, NY

March 9, 2010

**Sex Offenders, Terrorists and Video Resumes: How Far Can You Go to Get Information on Prospective and Current Employees**

Melville, NY

September 16, 2009

**Managing Leaves of Absence**

Melville, NY

March 17, 2009

**Conducting Lawful Investigations of Employment Related Claims**

Melville, NY

October 16, 2008

**Managing Personnel to Avoid Expense and Litigation - Developing an Employee Handbook and Workplace Training**

Melville, NY

January 11, 2008

**Discrimination and Retaliation**

Melville, NY

September 20, 2007

**Employee Benefits**

Melville, NY

July 19, 2007

**Religion at the Workplace**

Melville, NY

May 17, 2007

**Military Leave**

Melville, NY

March 22, 2007

**FMLA / ADA Update**

Melville, NY

January 25, 2007