

## Joseph A. Gusmano

Associate

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## Focus Areas

Litigation and Trials  
Wage and Hour  
Class Action  
Policies, Procedures and Handbooks  
Hospitality  
Retail  
Home Health and Home Care

## Overview

Joseph A. Gusmano has dedicated his blossoming legal practice to representing and counseling employers of all sizes in a wide array of labor and employment law matters. His litigation practice focuses on defending employers in both class action and single-plaintiff wage and hour, discrimination, harassment, and retaliation actions.

Joseph commonly represents employers before federal, state, and local administrative agencies including the Equal Employment Opportunity Commission, New York Department of Labor, New York State Division of Human Rights, New York City Commission On Human Rights, and Suffolk County Human Rights Commission.

In addition to his litigation practice, Joseph regularly advises clients in various industries on compliance with federal, state and local employment laws. He prepares and reviews employment policies, handbooks, and employment agreements and aims to provide clients a one-stop-shop for all employee management needs.

During law school, Joseph served as a judicial intern to the Hon. Joanna Seybert, U.S. District Court Judge for the Eastern District of New York, and as a legal extern with the U.S. Attorney's Office, Eastern District of New York. Joseph also served as an editor for the *Harvard Journal of Law and Public Policy Symposium Issue*.

## Education

J.D., St. John's University School of Law, 2021

B.S., Fordham University, 2018

A.S., Suffolk County Community College, 2016

## Bar Admissions

New York

## Courts

U.S. Court of Appeals, 2nd Circuit

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

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

## Publications & Press

**New York Court Issues Temporary Restraining Order in Connection with the Single Statewide Fiscal Intermediary Program**

*Little ASAP*

January 29, 2025

**NY State Budget Will Eliminate Many Fiscal Intermediaries in the State's Consumer Directed Personal Assistance Program**

*Little ASAP*

April 24, 2024

**New York Department of Health Sets New Due Dates for Submission of Home Care Worker Wage Parity Compliance Certifications and Statements**

*Little ASAP*

September 22, 2023

**New York Begins Repeal of Healthcare Worker COVID-19 Vaccine Mandate**

*Little ASAP*

May 31, 2023

**New York State Budget Brings Sweeping Changes to the Home Health Care Industry**

*Little Insight*

May 8, 2023

**New York Updates Return-To-Work Protocols for Healthcare Personnel**

*SHRM Online*

December 13, 2022

**New York Department of Health Updates Return-To-Work Protocols for Healthcare Personnel and Adopts CDC Recommendations**

*Little Insight*

December 5, 2022

**New York Department of Health Revises Health Screening Requirements for Home Care Workers**

*Little ASAP*

August 25, 2022

**New York City Council Seeks to Disrupt the Home Care Industry by Limiting Hours Aides Can Work**

*Little ASAP*

April 15, 2022