



## Marie Duarte

Associate

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## Focus Areas

Labor Management Relations  
Alternative Dispute Resolution  
Business Restructuring and M&A  
Discrimination and Harassment  
Wage and Hour

## Overview

Marie Duarte focuses her practice on traditional labor law and employment law.

Prior to joining Littler, Marie was in-house counsel for a large union. Marie brings a wealth of experience in handling grievances, labor arbitrations, contract administration, negotiations, unfair labor practice proceedings, and strikes.

Marie counsels employers on contingency planning for downsizing, restructures, and mergers. In this context, she negotiates the impact of these changes on unionized and nonunionized workforces, minimizes risks, and ensures compliance with federal, state, and local laws and regulations.

Marie represents employers in state and federal courts and before administrative agencies such as the Equal Employment Opportunity Commission (EEOC), the New York State Division of Human Rights, and the New York State Department of Labor for claims involving wage and hour disputes, discrimination, and harassment. Marie also advises employers on day to day employment issues, including employment agreements, disciplinary actions, policies, and handbooks.

## Professional and Community Affiliations

- Volunteer, Goldman Sachs 10,000 Small Business Legal Clinic, 2019
- Lawyers Division Fellow for Labor and Employment Section, Developing Labor Law Committee, American Bar Association, 2016

## Recognition

- Named, 30 Under 30, *Long Island Business News*, 2019

## Education

J.D., Northeastern University School of Law, 2014

B.A., University of Florida, 2011

## Bar Admissions

New York

Washington

## Languages

Spanish

## Publications & Press

### **Strikers in New York State Can Now Collect Unemployment Benefits After Only Two Weeks**

*Littler ASAP*

March 9, 2020

### **Key 2019 NLRB decisions all employers should know about — union or not**

*Thomson Reuters Westlaw*

March 9, 2020

### **NLRB Returns to Time-Honored Standard for Post-Arbitral Deferral**

*Littler ASAP*

January 8, 2020

### **NLRB Final Election Rule Signals More Balanced and Efficient Elections Ahead**

*Littler ASAP*

December 17, 2019

**NLRB Creates New 3-Step Analysis for Unit Determinations**

*Littler ASAP*

September 13, 2019

**Board Upholds Enforcement of Pre-Hire Arbitration Agreement**

*Littler ASAP*

May 29, 2019

**Littler Adds Marie Duarte in Long Island**

*Littler Press Release*

October 15, 2018

**Books & Book Chapters**

- *Developing Labor Law Treatise*, Contributing editor