

## Matthew Holmes

Associate

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## Focus Areas

Occupational Safety and Health  
Unfair Competition and Trade Secrets  
Litigation and Trials  
Arbitration  
Appellate  
Construction

## Overview

Matt Holmes focuses his practice on occupational safety and health law and trade secret litigation. He assists employers with a wide-range of safety and health law issues, including providing on-site counseling after catastrophic events, handling workplace safety investigations, appealing citations, litigating issues, and defending against enforcement actions, if necessary. Matt also represents employers in litigation to defend their trade secrets and enforce contractual obligations of their former employees. In this regard, Matt has experience obtaining temporary restraining orders, conducting and handling forensic discovery, and obtaining preliminary injunctions.

Matt also has experience with general employment advice and counsel and litigation matters relating to terminations, retaliation, whistleblower complaints, discrimination, harassment, ADA accessibility and state agency complaint defense. He regularly appears in state and federal court and administrative agencies to defend employers, and has experience resolving cases via dispositive motion practice, mediation, and after depositions.

## Education

J.D., Syracuse University College of Law, 2015, *cum laude*

## Bar Admissions

New York

## Courts

U.S. Court of Appeals, 2nd Circuit  
U.S. District Court, Northern District of New York  
U.S. District Court, Western District of New York  
U.S. District Court, Southern District of New York  
U.S. District Court, Eastern District of New York  
U.S. Bankruptcy Court, Northern District of New York  
U.S. Bankruptcy Court, Western District of New York

## Publications & Press

**Your Recordkeeping Data Is About to Steal the Spotlight—How to Prepare for OSHA’s Expanded E-Recordkeeping Rule**

*Littler ASAP*

August 14, 2023

**New York State Poised to Increase Fines for Workplace Injuries and Deaths**

*SHRM Online*

December 23, 2022

**New York State Poised to Significantly Increase Fines for Workplace Injuries and Deaths**

*Littler ASAP*

December 21, 2022

**New York Greatly Expands – Then Slightly Contracts – Insurance Disclosure Requirements in Civil Actions**

*Littler Insight*

March 25, 2022

## Speaking Engagements

**What Unionized and Non-Unionized Employers Need to Know About OSHA's Worker Walkaround Rule**

April 16, 2024

**OSHA Recordkeeping 300 Log Workshop**

New York, NY

November 15, 2023

**OSHA's 2023 Regulatory Agenda Update**

April 26, 2023

**Working Here, Working There, Working Everywhere: Post-Pandemic Remote Work Challenges**

NHRA

February 15, 2023

**2022 New York Employment Law Update - Union Organizing**

Fairport, NY

November 8, 2022