



## Michael T. Grosso

Shareholder

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### Focus Areas

Wage and Hour  
Class Actions  
Employment Practices Audits  
Discrimination and Harassment  
Alternative Dispute Resolution

### Overview

Michael T. Grosso represents and counsels employers in all aspects of labor and employment law, with a focus on state and federal wage and hour issues involving overtime and other related claims. He has extensive experience with:

- The Fair Labor Standards Act
- New Jersey wage and hour laws
- New York wage and hour laws
- Complex class and collective action litigation

Michael also counsels employers on family/medical leave, discrimination, disabilities and retaliation issues and regularly represents employers in investigations brought by the U.S. Department of Labor and state agencies.

In addition to representing employers, Michael also serves as an impartial mediator for all types of employment disputes with a particular interest in mediating wage and hour class and collective actions. Michael is a New Jersey Rule 1:40 qualified mediator and on the Superior Court of New Jersey's roster of civil mediators.

Prior to joining Littler Mendelson in 2004, Michael held human resources positions with large and mid-sized companies in the financial services, insurance and construction industries and founded a human resources consulting company

providing pre-employment background checks. In law school, he was editor of the *Journal of International and Comparative Law*.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, New Jersey Bar Association
- Member, Labor and Employment Law Section, New York State Bar Association
- Member, Middlesex County Bar Association

## Education

J.D., New York Law School, 2004, *magna cum laude*

M.A., Rutgers School of Management & Labor Relations, 1999

B.A., Rutgers, The State University of New Jersey, 1997

## Bar Admissions

New Jersey

New York

## Courts

U.S. District Court, District of New Jersey

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

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

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 3rd Circuit

## Publications & Press

### **New Jersey Issues a New Posting Concerning Worker Misclassification**

*Littler ASAP*

June 2, 2020

### **New Jersey Amends its Wage Statement Requirements**

*Littler ASAP*

January 28, 2020

### **New Jersey Enacts Legislative Package to Add Teeth to Worker Misclassification Laws**

*Littler ASAP*

January 27, 2020

**New Jersey Adds Sharp Teeth, and Employer Notice Duty, to Wage and Hour Law**

*Littler ASAP*

August 12, 2019

**Littler Rings in New Year with New Shareholders: Leading Labor and Employment Firm Elevates 13 Associates**

*Littler Press Release*

January 4, 2012

**New Jersey Department of Labor Authorizes Deductions for Health Club Memberships and Child Care Services**

*Littler ASAP*

October 7, 2009

**New Jersey Supreme Court Holds Deferred Compensation Plans with Forfeiture Provisions Lawful**

*Littler Insight*

July 9, 2008

**New Jersey Supreme Court Clarifies Leave Rights of Pregnant Employees Under New Jersey's Law Against Discrimination**

*Littler Insight*

July 29, 2005

**New Jersey Raises Minimum Wage**

*Littler Insight*

April 22, 2005

## **Speaking Engagements**

**Apprenticeship and Prevailing Wage Update for New Jersey Public Works Contractors**

Delta Hotels by Marriott Woodbridge 515 US Highway 1 South Iselin, NJ 08830

November 7, 2019

**Sharp Turn Ahead! An Employer's Roadmap to Recent Legislative Developments in New Jersey**

Newark, NJ

November 5, 2019

**Navigating New Jersey's Aggressive New Wage Theft Law**

October 14, 2019

**Apprenticeship 101 for New Jersey Public Works Contractors**

Newark, NJ

June 27, 2019

**Workforce 2016: How to Energize Your Employees, Reduce Your Legal Exposure and Boost Your Business**

Newark, NJ

January 21, 2016

**While You Were Busy Building: The Most Significant Labor Law Developments of 2015**

Newark, NJ

October 20, 2015

**2014 Year In Review and What to Expect for the Remainder of 2015**

Newark, NJ

March 18, 2015