

## Randy S. Gidseg

Shareholder

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## Focus Areas

Discrimination and Harassment  
Unfair Competition and Trade Secrets  
Wage and Hour  
Hiring, Performance Management and Termination  
Policies, Procedures and Handbooks  
Financial Services

## Overview

Randy S. Gidseg has extensive experience representing management in a wide range of employment litigation, including:

- Wage and hour class actions
- Harassment claims
- Discrimination cases
- Retaliation suits
- Contract, trade secret and restrictive covenant matters

He appears in federal and state courts in New York and New Jersey and before administrative agencies such as the Equal Employment Opportunity Commission, the National Labor Relations Board, and the New York State Division of Human Rights and has specific knowledge of:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Older Workers Benefit Protection Act
- The Fair Labor Standards Act
- The Family and Medical Leave Act

- The New York State and City Human Rights Law
- New York Labor Laws

Randy also manages wage and hour concerns, leaves of absence and workplace accommodations, diversity and equal employment opportunity issues; handles union organizing issues and negotiates collective bargaining agreements; prepares employment agreements, releases, restrictive covenants and handbooks; and handles reductions-in-force, hiring and discharge issues.

Additionally, Randy regularly counsels employers in a variety of industries on labor and employment law matters, including compliance with federal, state, and local statutes. He also provides training to managers, human resources and legal professionals on all aspects of labor and employment law, such as:

- Workplace harassment
- Discrimination prevention
- Employee discipline and discharge
- Leaves of absence and workplace accommodations
- Union organizing
- Equal employment opportunity

Randy has been quoted in numerous media outlets and has written extensively on topics such as employee misclassification and developments under:

- The New York State Worker Adjustment and Retraining Notification Act
- The New York City Human Rights Law
- The Sarbanes-Oxley Act
- The Older Workers Benefit Protection Act

He works with many Fortune 500 companies, as well as small businesses, including:

- Banks
- Mortgage companies
- Brokerage and investment firms
- Insurers
- Retailers
- Restaurants
- Hotels
- Hospitals
- Schools and universities
- Publishers
- Property managers
- Executive search firms

Previously, Randy worked as a partner and as an associate at other firms.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Labor and Employment Section, New York State Bar Association
- Member, New York City Bar Association

## Education

J.D., Georgetown University Law Center, 2000, *cum laude*

B.A., University of Michigan, 1997, *With Distinction*

## 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

U.S. District Court, District of New Jersey

## Publications & Press

### Email insecurity

*Long Island Business News*

September 23, 2016

### Evolving biometric legislation in the workplace

*Long Island Business News*

April 16, 2014

### Personal device use brings security risks

*Long Island Business News*

April 22, 2013

### Considerations for New York Employers in the Wake of Hurricane Sandy

*Littler Insight*

November 9, 2012

**Littler Mendelson Welcomes Randy S. Gidseg to Its New York Offices**

*Littler Press Release*

July 27, 2010

**Speaking Engagements**

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

Melville, NY

March 19, 2019

**Is Your Company Prepared? How to Comply with the New York State Sexual Harassment Prevention Requirements Which Take Effect October 9th**

Melville, NY

October 24, 2018

**Preventing Sexual Harassment in the Workplace and What to Do When Claims are Made**

Melville, NY

May 22, 2018

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

Melville, NY

October 26, 2017

**What Does a Trump Administration Mean for Employers?**

Melville, NY

March 30, 2017

**Hot Topics for New York Employers**

New York, NY

October 27, 2016

**The Insider Threat: Enhancing Data Stewardship to Protect Your Information Assets**

May 5, 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

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

New York, NY

October 25, 2012

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

Melville, NY

June 6, 2012

**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