

## Sanjay V. Nair

Shareholder

290 Broadhollow Road  
Suite 305  
Melville, NY 11747  
main: +1 (631) 247-4700  
direct: (631) 247-4719  
fax: +1 (631) 293-4526  
snair@littler.com



---

## Focus Areas

Wage and Hour  
Discrimination and Harassment  
Policies, Procedures and Handbooks  
Hiring, Performance Management and Termination  
Leaves of Absence and Disability Accommodation  
Home Health and Home Care

## Overview

Sanjay V. Nair represents both large and small employers in connection with a wide variety of employment-related matters. Sanjay guides clients through issues including discipline and terminations, wage and hour disputes, and leaves of absence. He also appears regularly in state and federal court, and before administrative and government agencies, defending employers in litigation by current and former employees.

Prior to joining Littler, Sanjay worked at a national law firm and a large regional firm representing management in employment matters. Previously, he represented local government in civil rights litigation.

During law school, he was a teaching assistant for Legal Writing and Research, and executive editor of *University of Pittsburgh Journal of Technology Law and Policy*.

## Recognition

- Named, Rising Star, New York Metro, *Super Lawyers*, 2015-2020

## Education

J.D., University of Pittsburgh School of Law, 2009

B.A., Vassar College, 2006

## Bar Admissions

New York

## Courts

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

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

## Publications & Press

### **Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2025

### **FAQs on New York Paid Prenatal Leave Law Provide Much Needed Guidance to Employers Prior to January First**

*Littler ASAP*

December 6, 2024

### **New York Now Requires Paid Lactation Breaks**

*Littler ASAP*

June 18, 2024

### **New York Becomes First State to Mandate Paid Prenatal Leave**

*SHRM Online*

May 3, 2024

### **New York Becomes the First State to Mandate Paid Prenatal Leave and Sets COVID-19 Paid Sick Leave Sunset Date**

*Littler ASAP*

April 25, 2024

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

*Littler ASAP*

April 24, 2024

**New York City Council Passes Bill that Would Create a Private Right of Action under the Earned Safe and Sick Time Act**

*Littler ASAP*

January 8, 2024

**New York City Amends Safe and Sick Time Regulations**

*SHRM Online*

September 28, 2023

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

*Littler ASAP*

September 22, 2023

**New York City Amends Safe and Sick Time Regulations**

*Littler Insight*

September 22, 2023

**NY Employers to Provide Certain Notices Electronically**

*Littler ASAP*

January 3, 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**

*Littler Insight*

December 5, 2022

**New York State to Follow CDC Guidance on COVID-19 Quarantines**

*SHRM Online*

September 22, 2022

**New York State to Follow CDC Guidance on COVID-19 Quarantines and Isolations**

*Littler ASAP*

September 19, 2022

**New York Department of Health Extends Deadline and Issues Additional Guidance for Health Care Worker Bonus Program**

*Littler Insight*

August 31, 2022

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

*Littler ASAP*

August 25, 2022

**New York Announces Health Care Worker Bonus Program**

*SHRM Online*

August 23, 2022

**New York State Announces Health Care and Mental Hygiene Worker Bonus Program Requiring Employers to Administer Bonuses**

*Littler Insight*

August 17, 2022

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

*Littler ASAP*

April 15, 2022

**New York State Healthcare Worker COVID-19 Booster Deadline Will Not Be Enforced – For Now**

*Littler ASAP*

February 18, 2022

**Drop the Mask: NY No Longer Requires Proof of Vaccination or Masks for Most Businesses, but Employers' Obligations May Not End There**

*Littler ASAP*

February 11, 2022

**U.S. Supreme Court Lifts Injunctions Against CMS Vaccine Mandate**

*Littler ASAP*

January 13, 2022

**New York Department of Labor Releases Final Regulations for State Sick Leave Law**

*Littler Insight*

December 28, 2021

**Vax Up, Speak Up, or Stay Home: New York City Issues New Guidance on Vaccination Mandates for Private Workplaces and the Key to NYC Pass**

*Littler Insight*

December 16, 2021

**CMS COVID-19 Vaccination Mandate Back in 25 States**

*Littler ASAP*

December 16, 2021

**New York City Council Passes Paid COVID-19 Child Vaccination Leave**

*Littler ASAP*

December 3, 2021

**Dear Littler: Can we ban the unvaccinated from our office parties?**

*Dear Littler*

November 30, 2021

**New York Enacts Changes to New York Paid Family Leave and Paid Vaccine Leave Laws**

*Littler ASAP*

November 4, 2021

**CMS Issues Broad COVID-19 Vaccine Requirements for Healthcare Employers**

*Littler Insight*

November 4, 2021

**New York Updates Its Model HERO Act Plan Regarding Face Covering Requirements**

*Littler ASAP*

September 24, 2021

**New York HERO Act Obligations Triggered By COVID-19 Designation**

*SHRM Online*

September 14, 2021

**New York Designates COVID-19 as a Highly Contagious Communicable Disease, Triggering NY HERO Act Obligations**

*Littler ASAP*

September 8, 2021

**New York State Requires Healthcare Workers to be Vaccinated Against COVID-19**

*Littler ASAP*

August 18, 2021

**New York Adopts CDC Guidance For Fully Vaccinated Individuals, But Questions Remain**

*Littler Insight*

May 20, 2021

**NY Agency Updates Guidance Regarding Health Care Personnel Returning to Work Following COVID-19 Exposure and Travel**

*Littler Insight*

April 19, 2021

**New York Enacts Paid Vaccination Leave Law**

*Littler ASAP*

March 15, 2021

**10 Months After Enacting the COVID-19 Paid Sick Leave Law, New York Issues Guidance Impacting a Majority of its Employers**

*Littler ASAP*

January 22, 2021

**New York State Issues First Guidance on Paid Sick Leave Law**

*Littler ASAP*

October 21, 2020

**NY DOL Issues Notice of Pay Rate Form in Response to Wage Parity Law Amendment as Pay Stub Requirements Take Effect**

*Littler ASAP*

October 7, 2020

**New York City Amends Its Sick Leave Law to Align with State Law and Adds New Requirements for City Employers**

*Littler Insight*

October 5, 2020

**New York Agencies Issue Guidance on COVID-19 Sick Leave for Health Care Workers**

*Littler ASAP*

July 1, 2020

**NY Agencies Issue Joint Guidance on COVID-19 Paid Leave for Health Care Workers**

*Littler Insight*

May 26, 2020

**New York City Issues Order to Facilitate Employees Affected by COVID-19 to Qualify For Paid Sick Leave**

*Littler ASAP*

May 2, 2020

**New York Enacts Statewide Sick Leave Law**

*Littler Insight*

April 6, 2020

**New York Legislation Provides New Leave Time for Employees Subject to COVID-19 Quarantine, Effective Immediately**

*Littler ASAP*

March 19, 2020

**Westchester County, NY Publishes Paid Safe Leave Guidance as Law Takes Effect**

*Littler ASAP*

October 31, 2019

**Westchester County, NY Enacts Standalone Paid "Safe" Time Ordinance**

*Littler ASAP*

May 10, 2019

**Westchester County, NY Publishes Paid Sick Leave Notice and FAQs, As New Law Takes Effect**

*Littler ASAP*

April 12, 2019

**New York Court Nullifies Recent Emergency Amendment Codifying Longstanding "13-Hour Rule" for Home Care Industry**

*Littler ASAP*

September 28, 2018

**NYDOL Issues Explanatory Statement on Recent Wage Order Amendment Codifying its Longstanding Interpretation of the "13-Hour Rule"**

*Littler ASAP*

October 25, 2017

**NY DOL to Soon Issue Explanatory Statement on Recent Wage Order Amendment**

*Littler ASAP*

October 11, 2017

**NY DOL Issues Amendment to the Regulation Governing the Payment of Wages to Home Care Aides Who Work a Shift of 24 Hours or More**

*Littler ASAP*

October 9, 2017

**Littler's Long Island Office Continues Growth with the Addition of Three Attorneys**

*Littler Press Release*

September 13, 2016

## Speaking Engagements

### **2024 Tri-State Regional Employer Conference**

New York, NY

September 19, 2024

### **2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

### **Stronger Together – Labor/Employment Law Update with Littler Affinity Groups**

Client Webinar

April 21, 2022

### **Pandemic-Related Emerging Issues and Legal Developments in New York**

Foreign Bankers Human Resources Forum

October 13, 2021