



Sanjay V. Nair

Associate

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Focus Areas

Wage and Hour
Discrimination and Harassment
Policies, Procedures and Handbooks
Emerging Technologies and Venture Capital

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*, 2015-2017

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

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