



Theo E.M. Gould

Shareholder

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Focus Areas

Class Action
Labor Management Relations
Wage and Hour
Discrimination and Harassment
Policies, Procedures and Handbooks

Overview

Theo E.M. Gould represents management in all phases of labor and employment law, with particular expertise in employment litigation and traditional labor law. On a day-to-day basis, he negotiates and drafts employment agreements, policies, and handbooks, and counsels employers on compliance with federal, state and city labor laws, including:

- Discrimination and anti-harassment legislation
- The National Labor Relations Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- Wage and hour laws
- The Occupational Safety and Health Act
- Employee Retirement Income Security Act
- Immigration and naturalization law
- Workers' compensation
- Unemployment regulations

He has substantial employment litigation experience and has successfully represented clients in a variety of different forums, including:

- Federal, state and city courts

- The Equal Employment Opportunity Commission
- The Department of Labor
- The National Labor Relations Board
- The New York State Division of Human Rights
- The New York City Commission on Human Rights

Additionally, Theo has written on a variety of labor and employment topics, including the Americans with Disabilities Act, the Fair Labor Standards Act and the Fair Credit Reporting Act.

A member of Littler Mendelson's Traditional Labor Law, Retail and Wage and Hour practice groups, Theo has represented clients in a wide range of industries that include:

- Hospitality and food services
- Construction
- Commercial real estate
- Financial services
- Staffing
- Hospital and health care
- Retail

Prior to joining Littler, Theo served as labor counsel to a hospitality organization in New York City, providing all aspects of labor counsel to the group's labor members.

Professional and Community Affiliations

- Member, New York State Bar Association

Recognition

- Named, The Best Lawyers in America®, 2020-2023

Education

J.D., Maurice A. Deane School of Law at Hofstra University, 2003

B.A., Yeshivat Bais Yisroel, 1999

Bar Admissions

New York

New Jersey

Courts

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

Publications & Press

New York Legislature Seeks to Limit Employers' Right to Speak on Union Matters

Littler ASAP

June 14, 2023

NYC Council Requires Human Services Contractors to Enter Into Labor Peace Agreements

Littler Insight

August 24, 2021

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

New York City Bills Seek to Eliminate At-Will Employment in the Fast Food Industry

Littler Insight

December 16, 2020

Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America® 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Elevates 13 Associates To Shareholder Status

Littler Press Release

January 9, 2013

By Raising Existing Penalty Levels, Extending Liability and Shifting Burdens of Proof, New York Increases the Stakes for Wage and Hour Violators

Littler Insight

September 9, 2009

Little Mendelson Continues Remarkable Growth with Addition of 10 Attorneys to Its Tri-State Offices

Little Press Release

April 16, 2008

Speaking Engagements

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

It's Not Just About COVID! Major New Changes in NY State and City Employment Law

February 16, 2022

Who Do You Employ?

New York, NY

June 25, 2015