

## 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

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

*Littler 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