

## Alan I. Model

Shareholder

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## Practice Areas

Labor Management Relations  
Discrimination and Harassment  
Unfair Competition and Trade Secrets  
Handbooks and Policies

## Overview

Alan I. Model has been representing employers throughout the country in all aspects of labor relations and employment law for more than 25 years. His practice includes:

- Implementing short-term and long-term labor objectives and strategies
- Complying with the National Labor Relations Act
- Advising management on NLRA compliance
- Handling collective bargaining and labor arbitrations
- Drafting employment agreements and policies
- Enforcing restrictive covenants
- Assisting in arbitration and mediation

Alan has unique experience representing a variety of employers across the country as well as locally. He works with:

- Hotels and casinos
- Retailers
- Gig economy platforms
- Cannabis industry
- Construction industry employers
- Manufacturing companies

In addition, Alan helps to foster positive employee relations through crafting and implementing interactive management training. He also counsels human resource professionals with regard to day-to-day workplace issues, assists employers in the development of strategies required for opening new facilities, mergers, relocations, consolidations of existing facilities, acquisitions, subcontracting, reductions-in-force, and drafting and reviewing buy-sell agreements for asset or stock transactions. Alan has advised employers to ensure their NLRA compliance in more than 150 union organizing campaigns.

Alan regularly writes about cutting-edge labor and employment law issues and is a prolific presenter on varied topics. He is a member of the firm's Traditional Labor Law, Unfair Competition and Trade Secrets, and Retail and Hospitality practice groups.

Before joining Littler in 2006, Alan practiced management-side employment and labor law for 13 years and worked for a member of the NLRB.

## Professional and Community Affiliations

- Member, New Jersey State Bar Association
- Member, New York State Bar Association
- President, Essex County Bar Association, 2011 and 2012
- Officer, Essex County Bar Association, 2000-2011
- Trustee, Essex County Bar Association, 2000-2011

## Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America® \*, 2015-2025
- Recipient, Client Choice Award, *International Law Office*, 2019
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2012
- Named, Super Lawyer\*\*, *New Jersey*, 2008-2011
- Named, LRI Top 100 Labor Attorneys, 2008-2010

## Education

J.D., George Washington University Law School, 1993

B.A., Lafayette College, 1990

## Bar Admissions

New Jersey

New York

Pennsylvania

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 3rd Circuit  
U.S. Court of Appeals, D.C. Circuit  
U.S. District Court, District of New Jersey  
U.S. District Court, Eastern District of New York  
U.S. District Court, Southern District of New York

## **Publications & Press**

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

*Press Release*

August 19, 2021

### **Conditions Ripe for NLRB Electronic-Voting Push**

*Law360 Employment Authority*

June 16, 2021

### **Inaugural Report of Littler's Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

### **Peter Sung Ohr has Cemented the Biden NLRB's Direction Despite Challenges to his Interim Appointment and Prosecutorial Authority**

*Littler ASAP*

March 17, 2021

### **House Passes Sweeping Labor Law Rewrite**

*Littler ASAP*

March 10, 2021

### **PRO Act Would Upend U.S. Labor Laws for Non-Union and Unionized Employers Alike**

*Littler ASAP*

February 10, 2021

### **Minority Unions – A Major Concern for Employers in 2021 and Beyond?**

*Littler ASAP*

January 11, 2021

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

*Press Release*

August 20, 2020

### **NLRB Issues Reprieve for Unionized Employers Seeking to Make Unilateral Changes**

*Thomson Reuters Westlaw*

November 5, 2019

**NLRB Issues Reprieve for Unionized Employers Seeking to Make Unilateral Changes**

*Littler ASAP*

September 18, 2019

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

*Press Release*

August 15, 2019

**New Jersey Poised to Enact First Recreational Marijuana Law Protecting Workers from Adverse Employment Action**

*Littler ASAP*

March 21, 2019

**Three Littler Attorneys Honored with 2019 Client Choice Award**

*Press Release*

February 14, 2019

**Independent Contractor vs. Employee Mis/Classification Issue Continues To Evolve: The NLRB Weighs In (Again)**

*Littler ASAP*

January 29, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**Spotlight on Positive Employee Relations Training: How Employers Can Reap the Benefits of Employee Engagement**

*Littler Podcast*

August 9, 2018

**NLRB Rejects Browning-Ferris and Returns to Prior Joint-Employer Standard that Benefits Union and Non-Union Employers Alike**

*Littler ASAP*

December 19, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**Can an Employer Fire a White Supremacist?**

*The National Law Journal*

August 14, 2017

**The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**NLRA Protections for Derogatory Statements And Four-Letter Words Attacking a Company And Its Managers**

*Westlaw Journal Employment*

May 24, 2016

**EEOC Notches Win on Behalf of Immigrants**

*Corporate Counsel*

May 2, 2016

**NLRA Protections for Derogatory Statements and Four-Letter Words Attacking a Company and its Managers**

*Littler ASAP*

April 12, 2016

**Court Sides with Jimmy John's Workers Fired Over Poster Campaign**

*Corporate Counsel*

March 28, 2016

**Powerball Soars to \$900M as States See Strong Sales**

*North Jersey The Record*

January 8, 2016

**Littler Attorneys Recognized in the Best Lawyers in America® 2016 Edition**

*Press Release*

August 18, 2015

**The NLRB Issues its Long-Anticipated "Quickie Election" Rule, Making Union Organizing Faster and Easier**

*Littler ASAP*

December 15, 2014

**Littler Attorneys Included in the Best Lawyers in America® 2015 Edition**

*Press Release*

August 18, 2014

**Non-Union Employers Beware: The NLRB Re-Issues Its Proposed Rulemaking to Foster Unionization**

*Littler ASAP*

February 11, 2014

**Is Political Squabble Behind Essex County's Double-Digit Judicial Vacancies?**

*NJ Spotlight*

November 18, 2013

**Court Scuttles NLRB Recess Appointments Creating Uncertainties for Provider Employers**

*Bloomberg BNA*

February 7, 2013

**D.C. Circuit Invalidates NLRB Recess Appointments, Creating Period of Uncertainty for Employers**

*Littler ASAP*

January 28, 2013

**NLRB Proposed Rules Would Make it Easier for Unions to Organize**

*Littler ASAP*

June 27, 2011

**Chambers USA Honors Littler And Its Attorneys**

*Press Release*

June 27, 2011

**Alan Model Named President of Essex County Bar Association**

*Press Release*

May 2, 2011

**Seven Littler Mendelson Attorneys Named Among "Top 100 Labor Attorneys" in the U.S. by Labor Relations Institute**

*Press Release*

July 24, 2009

**Nine Littler Lawyers Top the List of U.S. Labor Attorneys**

*Press Release*

August 4, 2008

**New Anti-Discrimination Legislature Reminds that Workplaces Must Reflect Diversity**

*The National Law Journal*

August 1, 2007

**Employer Handbooks Can Open Door to Legal Challenges; Alan Model Prescribes Clarifying Language**

*InsideCounsel*

June 22, 2007

**Labor Relations Institute Names Littler Mendelson Lawyers as Top US Labor Attorneys**

*Press Release*

June 20, 2007

**The Dangers of Overbroad Work Rules: Union-Free and Unionized Employers Beware**

*Littler ASAP*

March 1, 2007

**Alan Model Warns Employers About the Risks Involved in Office Pools**

*North Jersey.com*

March 14, 2006

**Events & Speaking Engagements**

**2023 Tri-State Regional Employer Conference**

New York, NY

June 20, 2023

**Behind the Headlines: The Real State of Union Organizing and What Employers Should Be Doing**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Minority Unions - New and Renewed Alternative Organizing Tactics**

March 17, 2021