



Matthew Holmes

Associate

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Practice Areas

Occupational Safety and Health
Unfair Competition and Trade Secrets
Litigation and Trials
Arbitration
Appellate
Construction

Overview

Matt Holmes focuses his practice on occupational safety and health and law trade secret litigation. He assists employers with a wide range of safety and health law issues, including the development of health and safety policies, providing on-site counseling after catastrophic events, handling governmental investigations, appealing citations, litigating before the Occupational Health and Safety Review Commission, and defending against enforcement actions, if necessary. Matt also defends against workplace safety whistleblower and retaliation claims. In addition to the above, Matt regularly conducts workplace health and safety due diligence reviews, highlighting risk for employers in mergers and acquisitions and recommending ways to mitigate said risk.

Matt represents employers in litigation to defend their trade secrets and enforce contractual obligations of their former employees. In this regard, Matt has experience obtaining temporary restraining orders, conducting and handling forensic discovery, and obtaining preliminary injunctions. Matt also uses this experience to defend against claims of unfair competition and misappropriation.

Matt also has experience with general employment advice and counsel and litigation matters relating to terminations, retaliation, whistleblower complaints, discrimination, harassment, ADA accessibility and state agency complaint defense. He regularly appears in state and federal court and administrative agencies to defend employers, and has experience resolving cases via dispositive motion practice, mediation, and after depositions.

Education

J.D., Syracuse University College of Law, 2015, *cum laude*

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit

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

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

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

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

U.S. Bankruptcy Court, Northern District of New York

U.S. Bankruptcy Court, Western District of New York

Publications & Press

New York Warehouse Worker Injury Reduction Act Approved

Littler ASAP

January 13, 2025

OSHA Issues New Inspection Guidance Targeting Animal Slaughtering and Processing Establishments

Littler ASAP

October 24, 2024

New York's Retail Worker Safety Act: What retailers need to know

Chain Store Age

September 30, 2024

Your Recordkeeping Data Is About to Steal the Spotlight—How to Prepare for OSHA's Expanded E-Recordkeeping Rule

Littler ASAP

August 14, 2023

New York State Poised to Increase Fines for Workplace Injuries and Deaths

SHRM Online

December 23, 2022

New York State Poised to Significantly Increase Fines for Workplace Injuries and Deaths

Littler ASAP

December 21, 2022

New York Greatly Expands – Then Slightly Contracts – Insurance Disclosure Requirements in Civil Actions

Littler ASAP

March 25, 2022

Events & Speaking Engagements

Navigating Change in the New Administration: Insights for In-House Counsel and HR Professionals

Fairport, NY

May 29, 2025

Politics in the Workplace: What Employers Need to Know

October 30, 2024

What Unionized and Non-Unionized Employers Need to Know About OSHA's Worker Walkaround Rule

April 16, 2024

OSHA Recordkeeping 300 Log Workshop

New York, NY

November 15, 2023

OSHA's 2023 Regulatory Agenda Update

April 26, 2023

Working Here, Working There, Working Everywhere: Post-Pandemic Remote Work Challenges

NHRA

February 15, 2023

2022 New York Employment Law Update - Union Organizing

Fairport, NY

November 8, 2022