

Matthew R. Capobianco

Shareholder

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Practice Areas

Wage and Hour
Discrimination and Harassment
Leave and Accommodation
Handbooks and Policies
Class Action

Overview

Matthew R. Capobianco counsels and defends management in all aspects of labor and employment law. He has extensive experience litigating cases in both federal and state court, as well as at the agency level.

Specifically, Matt regularly represents and counsels employers in matters involving:

- Wage and hour violations
- Class and collective actions
- Discrimination
- Harassment
- Retaliation
- Unfair labor practices
- The Fair Labor Standards Act (FLSA)
- The New York Labor Law (NYLL)
- Title VII of the Civil Rights Act of 1964 (Title VII)
- The New York State and New York City Human Rights Law
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)

Matt advises clients on employment-related policies including handbooks, pay practices, contracts, employee discipline, termination decisions and day-to-day operations and employment issues. He has experience representing employers in actions commenced by the United States and the New York State Department of Labor. Additionally, Matt advises employers in matters related to unfair labor practices and the collective bargaining process, and handles actions before the National Labor Relations Board. He also counsels and represents clients with regard to website and brick-and-mortar accessibility under Title III of the ADA.

Prior to joining Littler, Matt worked as a labor and employment associate in the New York office of a national litigation law firm. Since law school, Matt has focused his practice exclusively on labor and employment law.

Professional and Community Affiliations

- Member, American Bar Association
- Member, New York State Bar Association
- Member, Nassau County Bar Association

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025

Education

J.D., Maurice A. Deane School of Law at Hofstra University, 2015

B.A., St. John's University, 2011, *summa cum laude*

Bar Admissions

New York

New Jersey

Courts

U.S. Court of Appeals, 2nd Circuit

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

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

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

Publications & Press

Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder

Press Release

January 3, 2025

New York's Freelance Isn't Free Act Will Take Effect on August 28, 2024

Littler ASAP

August 20, 2024

New York Enacts Sweeping Changes to Independent Contractor Arrangements

Littler ASAP

January 25, 2024

NY Enacts Law Making Wage Theft Larceny

Law360

September 6, 2023

Wage Theft Prosecution Efforts Put Employers On Notice

Law360 Employment Authority

March 9, 2023

New York City D.A. Wants to Prosecute Wage Theft as a Crime

Littler ASAP

February 21, 2023

New York Amends Labor Law to Expand Employees' Ability to Bring Wage Claims

Littler ASAP

August 23, 2021

Events & Speaking Engagements

Timely Talk About Wage and Hour Law: New York's Requirements and Recent Legal Developments

February 12, 2025

State and Federal Department of Labor Audits

2025 NYSCDA Summit

January 30, 2025

Wage & Hour and DOL Audits

2024 Day Camp Conference, Warren, NJ

October 8, 2024

2024 Tri-State Regional Employer Conference

New York, NY

September 19, 2024

Essential New York Independent Contractor Issues

April 3, 2024

New York's Requirements and Recent Legal Developments

March 20, 2024

2022 Legal Update: Employment Law

HIAI Human Resources Committee Meeting

January 13, 2022

Employer Conundrum: Vaccinations and the Workplace

Client Webinar

August 31, 2021

Navigating Emerging Issues in Public Accommodations: An Overview of ADA Title III, the NYSHRL and NYCHRL

Lawyers Alliance for New York Webinar

February 22, 2021

The COVID-19 Vaccine: Legal and Practical Implications for Employers

Financial Service Centers of New York (FSCNY) General Membership Meeting

February 16, 2021

Hot Topics in Labor & Employment Law: Compliance Issues for Financial Service Centers

Financial Service Centers of New York (FSCNY) General Membership Meeting, Queens, NY

September 10, 2019