



Jonathan Stoler

Partner

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PRACTICE AREAS

- Labor and Employment

OVERVIEW

Jonathan Stoler is a partner in the firm's Labor and Employment practice group. He co-chairs the firm's global Labor and Employment practice and the National Non-Competition and Trade Secrets team.

Areas of Practice

Mr. Stoler's practice encompasses a wide range of labor and employment matters, including the defense of single plaintiff and class action discrimination, wrongful discharge and wage/hour claims, in addition to employment contract, non-competition, whistleblower, sexual harassment and related claims. He regularly represents clients in labor and employment litigations in federal and state courts, in arbitrations before the American Arbitration Association and the Financial Industry Regulation Authority, and in proceedings before various administrative agencies, including the Equal Employment Opportunity Commission, the U.S. Department of Labor and state agencies throughout the United States. Mr. Stoler also represents clients in collective bargaining negotiations, labor arbitrations and all stages of the labor election process, including election campaigns and hearings before the National Labor Relations Board.

Mr. Stoler regularly counsels both domestic and international clients regarding the preparation and administration of personnel policies and provides advice to clients regarding reductions-in-force, discipline and discharge, employee disability and leaves of absence issues. He also advises management on the labor aspects of mergers and acquisitions and the extraterritorial application of U.S. laws.

EDUCATION

- J.D., Brooklyn Law School
- B.A., SUNY Buffalo

ADMISSIONS

- New York
- New Jersey
- United States District Court for the Southern and Eastern Districts of New York
- United States District Court for the District of New Jersey

HONORS

- Mr. Stoler has consistently been recognized by *The Legal 500* as among the best labor lawyers in the U.S.

MEMBERSHIPS

- Board of Directors, New York Lawyers for the Public Interest

ARTICLES

- Fears Of A Double-Dip Recession And Managing Workforce Reductions, *The Metropolitan Corporate Counsel*, November 2011
- The Social Media Revolution: Recent Developments And Guidelines For Employers To Consider, *The Metropolitan Corporate Counsel*, December 2010
- New Hurdles for N.J. Employers Seeking To Comply with Paid Leave Law, *Society for Human Resource Management*, January 2010
- Employers Face Crackdown On Misclassification, *Employment Law360*, August 13, 2009
- Federal and New York State Minimum Wage Increases to \$7.25 Per Hour on July 24, 2009; Minimum Wage for Tipped Restaurant Servers and Other Servers Increases to \$4.65, *Human Resource Executive*, July 24, 2009
- Some Employers Are Seeking Alternatives to Layoffs, *The National Law Journal*, April 27, 2009
- WARNing Employees, *Human Resource Executive*, February 11, 2009
- New York WARN Act Goes Into Effect On February 1, 2009, January 15, 2009
- ADA Amendments Act of 2008 Signed Into Law, September 25, 2008
- Enforcing Restrictive Covenants in Times of Layoffs, *New York Law Journal*, August 11, 2008
- New York Statute Bars Non-Competition Provisions in the Media Industry, August 6, 2008
- Court Upholds Unequal Wage Suit Based Upon Unfair And Unequal Shift Assignments Brought By Female Server At Manhattan Restaurant, July 21, 2008
- Sheppard Mullin Adds N.Y. Labor Practice Leader, *Employment Law360*, May 28, 2008
- Supreme Court Affirms Right To Sue For Retaliation Under §1981, May 27, 2008
- High Court Could Reshape Employment Practices, *Employment Law360*, January 15, 2008
- Structuring Effective FLSA Audits: In-house And Outside Counsel Can Partner On Wage-and-Hour Reviews Under Fair Labor Standards Act, *National Law Journal*, May 21, 2007
- Work Force Reductions, *New York Law Journal*, August 16, 2007

Labor & Employment Law Blog Articles

- "New York State Wage Theft Prevention Act Notice Requirement," January 23, 2012
- "Connecticut Becomes First State to Mandate Paid Sick Leave," July 20, 2011

SPEECHES

- "Labor & Employment Law: 2011 Year In Review," New York, New York, November 3, 2011
- "Labor & Employment Law Update: Spring 2011 Seminar," New York, New York, May 19, 2011
- "Labor & Employment Law Update: 2010 Year in Review," New York, New York, November 10, 2010

- "Labor & Employment Law Update: Leading Court Decisions and Key Legislative Developments in 2010," New York, New York, May 13, 2010
- "Labor & Employment Law Update: 2009 Year in Review," New York, New York, November 5, 2009
- "Labor & Employment Law Update: The First 100 Days of the Obama Administration," New York, New York, May 21, 2009
- "The Perfect Storm: How the U.S. Presidential Election and Recent Economic Events Will Impact Labor and Employment Laws in 2009 and Beyond," New York, New York, November 6, 2008
- "Critical Employment Law Issues to Consider In a Turbulent Economy," New York, New York, June 12, 2008
- "Preventing Employment Discrimination in New York," Lorman Education Services, New York, New York, March 26, 2008
- "Implementing Workforce Reductions: Strategies & Considerations," Continuing Legal Education Program, New York, New York, November 6, 2007
- "New York Employment Law from A-Z," Lorman Education Services, New York, New York, December 1, 2005.
- "An Overview of U.S. Labor Laws," National Car & Truck Rental Conference, Las Vegas, Nevada, September 12 – 14, 2005
- "Employee Leaves of Absences: The ADA, FMLA, STD and WC Dilemma," Continuing Legal Education Program, New York, New York, September 29, 2004
- "Duty of Loyalty and Non-Competition Agreements: A Discussion on Duty of Loyalty and Non-Competition Issues, with emphasis on Successor Enforcement, Temporal and Geographical Limitations and Assignability," American Bar Association's 2003 Annual Meeting, San Francisco, California, August 9, 2003