

## Employment & Labor Law

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## Employment and Labor Law Attorneys with Proven Litigation Results

Employment and labor law attorneys at Abrams Fensterman represent businesses and employers in disputes involving [discrimination claims](#), wage and hour violations, wrongful termination, and government investigations, including actions by the U.S. Department of Labor and the Equal Employment Opportunity Commission. These matters carry significant financial and operational risk, requiring immediate legal strategy and experienced defense.

The firm provides employer-focused defense, compliance counseling, and litigation representation across complex employment matters. The firm helps businesses respond to [agency investigations](#), mitigate exposure, and resolve disputes efficiently, whether through strategic negotiation or courtroom advocacy, while maintaining full alignment with evolving employment laws and regulatory requirements.

## What Does an Employment and Labor Law Attorney Do?

An employment and labor law attorney advises and represents clients in workplace disputes and regulatory matters under federal and New York laws, including the Americans with Disabilities Act, Title VII, and New York Labor Law.

We represent both employers and employees in:

- Workplace discrimination and harassment claims
- Wrongful termination and retaliation cases
- Wage and hour disputes and employee classification issues
- Non-compete and employment contract disputes
- Whistleblower claims and regulatory investigations
- Trade secret and unfair competition litigation

## DOL Audit and EEOC Investigation Defense Lawyers in New York

If your business is facing a Department of Labor (DOL) audit or an Equal Employment Opportunity Commission (EEOC) investigation, immediate legal action is critical. These agency enforcement actions can result in significant financial penalties, back pay liability, and potential litigation. Our employment lawyers defend businesses by managing investigations from the outset and reducing exposure.

## Union Legal Defense and Labor Relations Representation

Abrams Fensterman LLP represents labor unions in collective bargaining, grievance arbitration, and proceedings before the National Labor Relations Board (NLRB) and the New York State Public Employment Relations Board (PERB). Our attorneys advise unions on contract negotiations, unfair labor practice charges, duty of fair representation claims, and internal governance matters under federal labor law and the New York Taylor Law.

Learn more on our [Union Legal Defense practice page](#).

## Employment Law Case Results and Litigation Wins

Key outcomes demonstrating our litigation strength:

- Recovered nearly \$1,000,000 for a business that was a victim of a cyber imposter
- Obtained prosecution and conviction of employees who sabotaged employer computer systems
- Successfully resolved discrimination claims under the Americans with Disabilities Act and Title VII
- Defeated wage and hour claims involving contractor versus employee classification
- Obtained dismissal of a minimum wage “tools of the trade” claim
- Successfully defended non-compete litigation tied to a business dispute
- Defeated an injunction in a whistleblower action under New York Labor Law § 741
- Defended hospital systems against multiple employment-related claims
- Protected clients in trade secret and unfair competition disputes
- Secured a six-figure settlement for wrongful termination prior to litigation
- Obtained summary judgment in a sexual harassment case affirmed by the Second Circuit
- Achieved defense verdicts in gender and race discrimination cases

## Types of Employment Law Matters We Handle

### Discrimination and Harassment

Representation in claims involving disability, race, gender, and other protected classes under federal and New York law.

### Wrongful Termination

Legal action for employees terminated due to unlawful reasons, including retaliation or whistleblowing.

### Wage and Hour Disputes

Handling unpaid wage claims, overtime violations, and classification disputes.

## **Non-Compete and Contract Litigation**

Defense and enforcement of restrictive covenants and employment agreements.

## **Regulatory Defense and Compliance**

Defense against DOL audits, EEOC investigations, and other government enforcement actions.

## **When Should You Contact an Employment Lawyer?**

You should seek legal counsel if:

- You are facing a DOL audit or EEOC investigation
- You are involved in a discrimination or harassment claim
- You have a wage and hour dispute
- You are dealing with a non-compete or contract issue
- You need to reduce risk or ensure compliance with labor laws

## **Frequently Asked Questions**

### **What is the difference between a DOL audit and an EEOC investigation?**

A DOL audit focuses on wage and hour compliance, while an EEOC investigation addresses discrimination and harassment claims.

### **Can a DOL or EEOC investigation lead to a lawsuit?**

Yes. If violations are found or not resolved, these investigations can escalate into formal litigation.

### **What should employers do when contacted by the DOL or EEOC?**

Employers should seek legal counsel immediately, preserve records, and avoid responding without a coordinated legal strategy.

### **Why hire a DOL or EEOC defense lawyer?**

An experienced lawyer can manage the investigation, reduce penalties, and prevent escalation into costly litigation.

## **Speak With a New York Employment and Labor Law Attorney**

Whether you are defending your business against a government investigation or handling a workplace dispute, experienced legal counsel is essential. Our firm delivers strategic guidance and proven results across all areas of employment and labor law.

For further information about our employment law practice, please [contact our law firm](#) today on Long Island at [516-328-2300](#), in Brooklyn at [718-215-5300](#), White Plains at [914-607-7010](#), Rochester at [585-218-9999](#) or Albany at [518-535-9477](#).