

Daniel Gomez-Sanchez

Shareholder

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Focus Areas

Leaves of Absence and Disability Accommodation
Unfair Competition and Trade Secrets
Litigation and Trials
Discrimination and Harassment
Wage and Hour
Home Health and Home Care

Overview

Daniel Gomez-Sanchez represents and advises private and public employers across many industries in a wide range of labor and employment matters. He has extensive experience litigating cases in both federal and state court, handling all aspects of the case from inception through trial. Daniel has assisted his clients in obtaining summary judgment in numerous state and federal actions and helped them win defendants' verdicts at trial. Daniel regularly advises employers on leaves of absence compliance.

He regularly represents and counsels clients in matters involving:

- Discrimination
- Retaliation
- Harassment
- Whistleblower claims
- Wage and hour violations
- Restrictive covenants
- Leaves of absence
- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act (ADA)

- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA)
- New York State and City Human Rights Law
- New York labor laws

Daniel's experience includes:

- Representing clients in various industries in matters involving allegations of discrimination and retaliation
- Representing clients in various industries, including the hospitality industry, in matters involving claims of alleged minimum wage/overtime violations
- Litigating unfair competition matters
- Representing companies being investigated by the Department of Labor
- Representing public employers in Article 78 proceedings
- Assisting companies with unemployment hearings

Prior to joining Littler, Daniel was an associate at a national labor and employment law firm for several years. Daniel previously was an Assistant Corporation Counsel in the labor and employment division of the New York City Law Department where he represented various city agencies, including the New York City Police, Fire and Education departments in employment litigation matters as lead trial counsel.

During law school, he was notes and comments editor for the *Touro Law Review*.

Recognition

- Named, Rising Star, *Super Lawyers*, 2015-2019
- Named, The Best Lawyers in America®, 2024-2025

Education

J.D., Touro Law Center, 2008, *magna cum laude*

B.A., John Jay College of Criminal Justice, *cum laude*

Bar Admissions

New York

New Jersey

Courts

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

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

U.S. District Court, District of New Jersey

U.S. Court of Appeals, 2nd Circuit

Languages

Spanish

Publications & Press

New York City Bans Contractual Provisions Shortening Period of Time to File Complaints or Civil Actions Relating to Discrimination, Harassment or Violence

Littler ASAP

May 13, 2024

New York City Council Passes Bill that Would Create a Private Right of Action under the Earned Safe and Sick Time Act

Littler ASAP

January 8, 2024

Size Bias Is Now Illegal In NYC: What Employers Should Know

Law360 Employment Authority

November 27, 2023

New York City Amends Safe and Sick Time Regulations

SHRM Online

September 28, 2023

New York City Amends Safe and Sick Time Regulations

Littler Insight

September 22, 2023

NYC Enacts Height and Weight Anti-Discrimination Ordinance

Littler ASAP

June 1, 2023

New York Department of Health Revises Health Screening Requirements for Home Care Workers

Littler ASAP

August 25, 2022

New York City Council Seeks to Disrupt the Home Care Industry by Limiting Hours Aides Can Work

Littler ASAP

April 15, 2022

New York Department of Labor Releases Final Regulations for State Sick Leave Law

Littler Insight

December 28, 2021

Vax Up, Speak Up, or Stay Home: New York City Issues New Guidance on Vaccination Mandates for Private Workplaces and the Key to NYC Pass

Littler Insight

December 16, 2021

Back to Basics: New York State Mandates Masks in Indoor Public Places

Littler ASAP

December 10, 2021

“We Are Not Going Back”: New York City Announces Vaccine Mandate for Private-Sector Employers

Littler Insight

December 6, 2021

New York City Council Passes Paid COVID-19 Child Vaccination Leave

Littler ASAP

December 3, 2021

State updates guidance for employers on COVID-19 sick leave law

Newsday

April 14, 2021

Littler Appoints New Leadership to Its Affinity Groups and Diversity & Inclusion Council

Littler Press Release

March 22, 2021

New York Enacts Paid Vaccination Leave Law

Littler ASAP

March 15, 2021

10 Months After Enacting the COVID-19 Paid Sick Leave Law, New York Issues Guidance Impacting a Majority of its Employers

Littler ASAP

January 22, 2021

New York State Issues First Guidance on Paid Sick Leave Law

Littler ASAP

October 21, 2020

New York City Amends Its Sick Leave Law to Align with State Law and Adds New Requirements for City Employers

Littler Insight

October 5, 2020

Suffolk County, NY Bans Hairstyle and Religious Garment Discrimination

Littler ASAP

August 12, 2020

New York Agencies Issue Guidance on COVID-19 Sick Leave for Health Care Workers

Littler ASAP

July 1, 2020

Quarantine Quandaries – How NY, NJ and CT’s Quarantine Period May Impact Employers

Littler Insight

June 29, 2020

NY Agencies Issue Joint Guidance on COVID-19 Paid Leave for Health Care Workers

Littler Insight

May 26, 2020

Suffolk County, NY Enacts “Ban-the-Box” Law Restricting Use of Criminal History in Pre-Hire Process

Littler Insight

May 7, 2020

New York City Issues Order to Facilitate Employees Affected by COVID-19 to Qualify For Paid Sick Leave

Littler ASAP

May 2, 2020

New York Enacts Statewide Sick Leave Law

Littler Insight

April 6, 2020

New York City Commission on Human Rights Proposes Rules Addressing Exceptions to Prohibition on Pre-Employment Marijuana Screening

Littler ASAP

March 27, 2020

New York Legislation Provides New Leave Time for Employees Subject to COVID-19 Quarantine, Effective Immediately

Littler ASAP

March 19, 2020

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 6, 2020

Second Circuit Sends Home Care Worker's Putative Class Claims to Union Arbitration on an Individual Basis

Littler ASAP

July 3, 2019

Pre-Employment Marijuana Drug Testing Goes Up in Smoke in NYC

Littler ASAP

April 10, 2019

Certainty is (Even Closer) on the Horizon for the New York Home Care Industry

Littler ASAP

February 13, 2019

NYC Council Proposes Additional Harassment Training Requirement for "Nightlife Establishments" and Their Employees

Littler ASAP

November 14, 2018

New York Court Nullifies Recent Emergency Amendment Codifying Longstanding "13-Hour Rule" for Home Care Industry

Littler ASAP

September 28, 2018

Another Federal Court Holds Home Health Aides in NY are NOT Necessarily Entitled to Pay for Every Hour of a 24-Hour Shift, but that the DOL's Home Care Rule Took Effect on January 1, 2015

Littler Insight

December 21, 2017

NYDOL Issues Explanatory Statement on Recent Wage Order Amendment Codifying its Longstanding Interpretation of the "13-Hour Rule"

Littler ASAP

October 25, 2017

NY DOL to Soon Issue Explanatory Statement on Recent Wage Order Amendment

Littler ASAP

October 11, 2017

NY DOL Issues Amendment to the Regulation Governing the Payment of Wages to Home Care Aides Who Work a Shift of 24 Hours or More

Littler ASAP

October 9, 2017

New York State Appellate Court Finds Arbitration Agreement Requiring Employees to Bring Claims Individually Violates The National Labor Relations Act

Littler ASAP

July 25, 2017

Littler's Long Island Office Continues Growth with the Addition of Three Attorneys

Littler Press Release

September 13, 2016

Speaking Engagements

2024 Tri-State Regional Employer Conference

New York, NY

September 19, 2024

Healthcare Roundtable: Top Issues Facing Healthcare Employers in 2024

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

Legal Considerations in Home Care

Melville, NY

January 28, 2021