

## Gary Moy

Of Counsel

900 Third Avenue  
New York, NY 10022  
main: (212) 583-9600  
direct: (212) 471-4409  
fax: (212) 832-2719  
gmoy@littler.com



---

## Focus Areas

Leaves of Absence and Disability Accommodation  
Unfair Competition and Trade Secrets  
Wage and Hour  
Hiring, Performance Management and Termination  
Litigation and Trials

## Overview

Gary Moy advises and represents employers on a broad range of employment matters, from hiring and termination and day-to-day workplace issues to business competition and wage and hour class actions. He represents clients in federal, state, and arbitral proceedings, as well as before various administrative agencies. Gary handles all aspects of litigation and has litigated cases to trial, including serving as lead trial counsel in a disability accommodation action, which was dismissed after establishing at an evidentiary hearing, five days before trial, that there was no casual nexus between the employee's disabilities and the accommodation requests.

In addition to litigation, Gary's practice includes advising clients on reasonable accommodation requests and general compliance with disability, medical leave, and sick and safe leave laws. He has also created training materials and presentations for employers.

Gary works with employers on multiple aspects of the employer-employee relationship. As part of the hiring process, he has experience drafting multistate offer letters and documentation for new hires in compliance with applicable federal, state, and local laws. He also assists employers considering disciplinary actions and termination, drafting separation notices, and negotiating pre-litigation disputes related to the separation of employment. Additionally, Gary represents and advises clients on restrictive covenants, including reviewing employment agreements and securing injunctive relief for breach of noncompete, nonsolicitation, and nondisclosure obligations and misappropriation of confidential and trade secret information.

## Education

J.D., University of Chicago Law School, 2010

B.A., Bowdoin College, 2004

## Bar Admissions

New York

## Courts

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

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

## Publications & Press

### **New York State Expands Lactation Accommodation Requirements**

*Littler ASAP*

December 14, 2022

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

*Littler Insight*

December 28, 2021

## Speaking Engagements

### **Yet More Major New Changes in NY State and City Employment Law?!?**

March 15, 2023