

## Jason M. Branciforte

Shareholder

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### Focus Areas

Government Contractors  
Discrimination and Harassment  
Labor Management Relations  
Training - Compliance, Ethics, Leadership  
Policies, Procedures and Handbooks

### Overview

Jason M. Branciforte has litigated on behalf of management in connection with all types of employment and labor disputes, including wrongful discharge and defamation claims and claims based upon:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The National Labor Relations Act
- The Fair Labor Standards Act
- The McNamara-O'Hara Service Contract Act
- The Walsh-Healey Public Contracts Act
- The Worker Adjustment and Retraining Notification Act

He regularly appears before state and federal courts throughout the United States and before the Equal Employment Opportunity Commission, the National Labor Relations Board and the Department of Labor.

Additionally, Jason has an active labor relations practice and regularly represents clients in arbitrations, unfair labor practice proceedings, strikes, union election campaigns, collective bargaining negotiations, and strategic labor relations

planning matters. He has particular experience in the security and correctional facility industries, as well as in the federal contracting world.

Jason also has a diverse counseling practice, and regularly advises employers on employee separations and terminations, employee discipline, wage payment issues, workplace privacy issues, compliance with numerous federal and state statutes and regulations relating to the workplace, union avoidance strategies, strikes, and how to effectively manage with a union.

He has particular experience assisting government contractors with all aspects of their operations and ensuring compliance with the McNamara-O'Hara Service Contract Act, the Walsh-Healey Public Contracts Act, and related federal and state statutes.

Jason is a former member of Littler Mendelson's Board of Directors and currently serves on the Shareholder Candidate Committee.

## Recognition

- Named, The Best Lawyers in America®, 2018-2025
- Ranked, Labor & Employment, *Chambers USA*, 2013-2023
- Named, Washingtonian Top Lawyers, *Washingtonian Media*, 2018-2020
- Named, Super Lawyer, Washington, DC, *Super Lawyers*, 2013-2023
- Named, Client Service All-Star, *BTI Consulting Group*, 2014

## Education

J.D., Cornell University Law School, 1990

A.B., Georgetown University, 1987, *cum laude*

## Bar Admissions

District of Columbia

New York

## Courts

U.S. Court of Appeals, 1st Circuit  
U.S. Court of Appeals, 3rd Circuit  
U.S. Court of Appeals, 4th Circuit  
U.S. Court of Appeals, 10th Circuit  
U.S. Court of Appeals, D.C. Circuit  
U.S. District Court, District of Columbia  
U.S. District Court, Eastern District of New York  
U.S. District Court, District of Maryland  
U.S. District Court, District of Colorado

## Publications & Press

### **DOL to Require Successor Employers to Offer Right of First Refusal to Predecessor Employees Under Service Contract Act**

*Littler ASAP*

December 18, 2023

### **Littler Recognized in 2023 Chambers USA Guide**

*Littler Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

### **The Safer Federal Workforce Task Force Publishes Additional Federal Contractor and Subcontractor Guidance**

*Littler Insight*

November 3, 2021

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**NLRB Holds that Employer Does Not Taint Decertification Effort by Promoting the Employee Responsible for the Petition**

*Littler Insight*

July 2, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Employers on Notice After Estée Lauder Parental Leave Settlement**

*Bloomberg Law*

July 19, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**Bad Hires Present Numerous Monetary, Legal Costs**

*Bloomberg BNA Human Resources Report*

November 22, 2016

**Discrepancies Found in Two-Thirds of Job Applications**

*Bloomberg BNA Human Resources Report*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Perceptions of Gender Pay Equity Can Affect Hiring, Sales**

*Bloomberg BNA*

March 16, 2016

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**California Measles Outbreak, Vaccination Controversy Raise Issues for Employers**

*Bloomberg BNA Human Resources Report*

February 16, 2015

**Conflict Resolution: How Managers Can Address Disputes in the Workplace**

*Bloomberg BNA Workforce Strategies*

July 28, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**Littler Attorneys Named to Elite BTI “Client Service All-Stars” List**

*Littler Press Release*

February 5, 2014

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Littler Press Release*

May 24, 2013

**HR Should Have Consistent Policies, Procedures on Criminal Background Checks**

*Bloomberg BNA*

October 22, 2012

**An Employment Law Guide for Federal Contractors in the Wake of the American Recovery and Reinvestment Act of 2009**

*Littler Report*

August 21, 2009

**DOL Finalizes USERRA Regulations Detailing the Reemployment Rights of Military Service Members**

*Littler Insight*

January 6, 2006

**Employers Must Be Aware of Their Legal Obligations Under the USERRA, Which Provides Job and Benefit Protection to Employees Who Have Temporarily Departed the Workplace to Serve in the Uniformed Services**

*Littler Insight*

March 15, 2003

## **Speaking Engagements**

**Tysons Corner Fall Mini Series: Service Contract Act and OFCCP Review**

Tysons Corner, VA

October 28, 2020

**Social Networking in the Workplace – the Blurred Line between Personal and Professional**

HR Leadership Connection for Engineering and Architecture, Fairfax, VA

April 11-13, 2018

**Technology Trends and Traps**

2017 Financial and Risk Management Forum, Fairfax, VA

November 8, 2017

**Protests, Political Speech, and Public Relations**

2017 Mid-Atlantic Employer Conference, Washington, D.C.

June 6, 2017

**The 2016 Election: What Does a Trump Victory Mean for Employers?**

Tysons Corner, VA

December 13, 2016

**2016 Mid-Atlantic Employer Conference**

Washington, DC

June 7, 2016

**Overview of Federal Labor Laws for Government Contractors (SCA, DBA, FLSA, OFCCP and related Executive Orders)**

Public Contracting Institute: HR and Labor Compliance for Federal Contractors

September 15, 2015

**Today's Hot Labor Topics: The NLRB's New Quickie Election Rule, Social Media and Email, Employee Handbooks, Joint Employers, ACA, and Pension Reform**

Littler Mendelson, Washington D.C.

June 25, 2015