

Randy S. Gidseg

Shareholder

290 Broadhollow Road
Suite 305

Melville, NY 11747

main: (631) 247-4700

direct: (631) 247-4708

fax: (631) 293-4526

rgidseg@littler.com

900 Third Avenue

New York, NY 10022

main: (212) 583-9600

fax: (212) 832-2719

rgidseg@littler.com



Focus Areas

Discrimination and Harassment

Unfair Competition and Trade Secrets

Wage and Hour

Hiring, Performance Management and Termination

Policies, Procedures and Handbooks

Financial Services

Overview

Randy S. Gidseg has extensive experience representing management in a wide range of employment litigation, including:

- Wage and hour class actions
- Harassment claims
- Discrimination cases
- Retaliation suits
- Contract, trade secret and restrictive covenant matters

He appears in federal and state courts in New York and New Jersey and before administrative agencies such as the Equal Employment Opportunity Commission, the National Labor Relations Board, and the New York State Division of Human Rights and has specific knowledge of:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Older Workers Benefit Protection Act
- The Fair Labor Standards Act
- The Family and Medical Leave Act

- The New York State and City Human Rights Law
- New York Labor Laws

Randy also manages wage and hour concerns, leaves of absence and workplace accommodations, diversity and equal employment opportunity issues; handles union organizing issues and negotiates collective bargaining agreements; prepares employment agreements, releases, restrictive covenants and handbooks; and handles reductions-in-force, hiring and discharge issues.

Additionally, Randy regularly counsels employers in a variety of industries on labor and employment law matters, including compliance with federal, state, and local statutes. He also provides training to managers, human resources and legal professionals on all aspects of labor and employment law, such as:

- Workplace harassment
- Discrimination prevention
- Employee discipline and discharge
- Leaves of absence and workplace accommodations
- Union organizing
- Equal employment opportunity

Randy has been quoted in numerous media outlets and has written extensively on topics such as employee misclassification and developments under:

- The New York State Worker Adjustment and Retraining Notification Act
- The New York City Human Rights Law
- The Sarbanes-Oxley Act
- The Older Workers Benefit Protection Act

He works with many Fortune 500 companies, as well as small businesses, including:

- Banks
- Mortgage companies
- Brokerage and investment firms
- Insurers
- Retailers
- Restaurants
- Hotels
- Hospitals
- Schools and universities
- Publishers
- Property managers
- Executive search firms

Previously, Randy worked as a partner and as an associate at other firms.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Labor and Employment Section, New York State Bar Association
- Member, New York City Bar Association

Education

J.D., Georgetown University Law Center, 2000, *cum laude*

B.A., University of Michigan, 1997, *With Distinction*

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit

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

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

U.S. District Court, District of New Jersey

Publications & Press

Email insecurity

Long Island Business News

September 23, 2016

Evolving biometric legislation in the workplace

Long Island Business News

April 16, 2014

Personal device use brings security risks

Long Island Business News

April 22, 2013

Considerations for New York Employers in the Wake of Hurricane Sandy

Littler Insight

November 9, 2012

Littler Mendelson Welcomes Randy S. Gidseg to Its New York Offices

Littler Press Release

July 27, 2010

Speaking Engagements

Top 10 Employment Law Tips for a Successful 2019

Melville, NY

March 19, 2019

Is Your Company Prepared? How to Comply with the New York State Sexual Harassment Prevention Requirements Which Take Effect October 9th

Melville, NY

October 24, 2018

Preventing Sexual Harassment in the Workplace and What to Do When Claims are Made

Melville, NY

May 22, 2018

Are You Ready for the New York Paid Family Leave Benefits Law?

Melville, NY

October 26, 2017

What Does a Trump Administration Mean for Employers?

Melville, NY

March 30, 2017

Hot Topics for New York Employers

New York, NY

October 27, 2016

The Insider Threat: Enhancing Data Stewardship to Protect Your Information Assets

May 5, 2016

2015 Tri-State Employer Conference

New York, NY

November 5, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Melville, NY

July 16, 2015

Littler's Annual Report on the EEOC

Melville, NY

March 12, 2015

Managing Leaves of Absence: The Interplay of the FMLA and ADA

Melville, NY

December 3, 2014

Hiring and Firing: Best Practices and Avoiding Litigation Landmines

Melville, NY

September 10, 2014

Mandatory Arbitration of Employment Disputes

Fairport, NY

February 27, 2014

Hot Topics: Current Employment and Labor Issues Affecting New York Employers

Melville, NY

October 23, 2013

Leave Me Alone: Handling FMLA Leave Abuse and Post-FMLA Accommodation

New York, NY

October 25, 2012

A Look Back / A Look Forward Legal Update: The Top Employment and Labor Issues Affecting New York Employers

Melville, NY

June 6, 2012

The Employee from Hell

Melville, NY

May 12, 2011

The Top Employment & Labor Trends to Watch in the Year Ahead

Melville, NY

February 16, 2011

Employee Misclassification: The Risks and How You Can Avoid Them

Melville, NY

November 19, 2010