

Sanjay V. Nair

Of Counsel

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Focus Areas

Wage and Hour
Discrimination and Harassment
Policies, Procedures and Handbooks
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation
Home Health and Home Care

Overview

Sanjay V. Nair represents both large and small employers in connection with a wide variety of employment-related matters. Sanjay guides clients through issues including discipline and terminations, wage and hour disputes, and leaves of absence. He also appears regularly in state and federal court, and before administrative and government agencies, defending employers in litigation by current and former employees.

Prior to joining Littler, Sanjay worked at a national law firm and a large regional firm representing management in employment matters. Previously, he represented local government in civil rights litigation.

During law school, he was a teaching assistant for Legal Writing and Research, and executive editor of *University of Pittsburgh Journal of Technology Law and Policy*.

Recognition

- Named, Rising Star, New York Metro, *Super Lawyers*, 2015-2020

Education

J.D., University of Pittsburgh School of Law, 2009

B.A., Vassar College, 2006

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 Now Requires Paid Lactation Breaks

Littler ASAP

June 18, 2024

New York Becomes First State to Mandate Paid Prenatal Leave

SHRM Online

May 3, 2024

New York Becomes the First State to Mandate Paid Prenatal Leave and Sets COVID-19 Paid Sick Leave Sunset Date

Littler ASAP

April 25, 2024

NY State Budget Will Eliminate Many Fiscal Intermediaries in the State's Consumer Directed Personal Assistance Program

Littler ASAP

April 24, 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

New York City Amends Safe and Sick Time Regulations

SHRM Online

September 28, 2023

New York Department of Health Sets New Due Dates for Submission of Home Care Worker Wage Parity Compliance Certifications and Statements

Little ASAP

September 22, 2023

New York City Amends Safe and Sick Time Regulations

Little Insight

September 22, 2023

NY Employers to Provide Certain Notices Electronically

Little ASAP

January 3, 2023

New York Updates Return-To-Work Protocols for Healthcare Personnel

SHRM Online

December 13, 2022

New York Department of Health Updates Return-To-Work Protocols for Healthcare Personnel and Adopts CDC Recommendations

Little Insight

December 5, 2022

New York State to Follow CDC Guidance on COVID-19 Quarantines

SHRM Online

September 22, 2022

New York State to Follow CDC Guidance on COVID-19 Quarantines and Isolations

Little ASAP

September 19, 2022

New York Department of Health Extends Deadline and Issues Additional Guidance for Health Care Worker Bonus Program

Little Insight

August 31, 2022

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

Little ASAP

August 25, 2022

New York Announces Health Care Worker Bonus Program

SHRM Online

August 23, 2022

New York State Announces Health Care and Mental Hygiene Worker Bonus Program Requiring Employers to Administer Bonuses

Littler Insight

August 17, 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 State Healthcare Worker COVID-19 Booster Deadline Will Not Be Enforced – For Now

Littler ASAP

February 18, 2022

Drop the Mask: NY No Longer Requires Proof of Vaccination or Masks for Most Businesses, but Employers' Obligations May Not End There

Littler ASAP

February 11, 2022

U.S. Supreme Court Lifts Injunctions Against CMS Vaccine Mandate

Littler ASAP

January 13, 2022

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

Littler Insight

December 28, 2021

CMS COVID-19 Vaccination Mandate Back in 25 States

Littler ASAP

December 16, 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

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

Littler ASAP

December 3, 2021

Dear Littler: Can we ban the unvaccinated from our office parties?

Dear Littler

November 30, 2021

New York Enacts Changes to New York Paid Family Leave and Paid Vaccine Leave Laws

Littler ASAP

November 4, 2021

CMS Issues Broad COVID-19 Vaccine Requirements for Healthcare Employers

Littler Insight

November 4, 2021

New York Updates Its Model HERO Act Plan Regarding Face Covering Requirements

Littler ASAP

September 24, 2021

New York HERO Act Obligations Triggered By COVID-19 Designation

SHRM Online

September 14, 2021

New York Designates COVID-19 as a Highly Contagious Communicable Disease, Triggering NY HERO Act Obligations

Littler ASAP

September 8, 2021

New York State Requires Healthcare Workers to be Vaccinated Against COVID-19

Littler ASAP

August 18, 2021

New York Adopts CDC Guidance For Fully Vaccinated Individuals, But Questions Remain

Littler Insight

May 20, 2021

NY Agency Updates Guidance Regarding Health Care Personnel Returning to Work Following COVID-19 Exposure and Travel

Littler Insight

April 19, 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

NY DOL Issues Notice of Pay Rate Form in Response to Wage Parity Law Amendment as Pay Stub Requirements Take Effect

Littler ASAP

October 7, 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

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

Littler ASAP

July 1, 2020

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

Littler Insight

May 26, 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 Legislation Provides New Leave Time for Employees Subject to COVID-19 Quarantine, Effective Immediately

Littler ASAP

March 19, 2020

Westchester County, NY Publishes Paid Safe Leave Guidance as Law Takes Effect

Littler ASAP

October 31, 2019

Westchester County, NY Enacts Standalone Paid "Safe" Time Ordinance

Littler ASAP

May 10, 2019

Westchester County, NY Publishes Paid Sick Leave Notice and FAQs, As New Law Takes Effect

Littler ASAP

April 12, 2019

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

Littler ASAP

September 28, 2018

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

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

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

Stronger Together – Labor/Employment Law Update with Littler Affinity Groups

Client Webinar

April 21, 2022

Pandemic-Related Emerging Issues and Legal Developments in New York

Foreign Bankers Human Resources Forum

October 13, 2021