



Todd H. Girshon

Principal
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Practices

Disability, Leave and
Health Management
General Employment
Litigation
International Employment

Services

Background Checks
New York Metro
Reductions-in-
Force/WARN Act

Industries

Real Estate
Retail

Education

Emory University
School of Law
J.D., 1993

Cornell University School
of Industrial and Labor
Relations
B.S., 1990
with Honors

London School of
Economics and Political
Science
G.C., 1989

Admitted to Practice

- 2nd Circuit Court of Appeals, 2004
- 3rd Circuit Court of

Todd H. Girshon is a principal in the New York City, New York, office of Jackson Lewis P.C. For more than 25 years, he has devoted his entire professional career to practicing workplace law at Jackson Lewis.

Since joining the firm's New York City office, Todd has focused his practice on employment law litigation. In this capacity, he has represented employers in jury and bench trials, appeals, arbitrations, mediations, and other proceedings before various federal, state and local government agencies, arbitrators, mediators and courts throughout the country. He has successfully handled a diverse range of individual and class/collective actions alleging discrimination, retaliation, harassment, whistleblower, failure to pay compensation and employee benefits, wrongful termination, breach of contract, tort, and other employment-related claims.

Todd is a business-oriented attorney who takes a practical approach to problem-solving. As such, he also advises clients in connection with preventive workplace law matters, investigations and the design and implementation of human resources policies and practices.

Todd represents a vast array of clients, ranging from entrepreneurs to large corporations, on workplace law issues across a wide spectrum of industries, including but not limited to real estate, insurance, retailing, fashion, manufacturing, healthcare, financial services, private equity, transportation, hospitality, professional service firms, non-profit organizations, staffing, and professional employer organizations.

From 2011-13, Todd was elected to serve as the marketing coordinator for the firm's New York City office. He has also served on various committees over the years, including the firm's partnership admissions committee, and is involved with L&E Global, an international alliance providing counsel to employers on workplace law. From 2016-18, Todd was elected to the firm's Advisory Committee, which advises the chairperson and the Board of Directors on major issues affecting the firm, including strategic, operational, and financial matters. For 2020-21, he was re-elected to serve another 2-year term on the Advisory Committee.

Honors and Recognitions

- *Martindale-Hubbell®*, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (2015-present)
- New York *Super Lawyers®*, "Super Lawyer" (2010-present)

Appeals, 2002

- 7th Circuit Court of Appeals, 1998
- Illinois - N.D. Ill., 1995
- New Jersey - D. N.J., 1993
- New York - E.D. N.Y., 1994
- New York - S.D. N.Y., 1994
- New York - W.D. N.Y., 2010
- Georgia (inactive), 1993
- New Jersey, 1993
- New York, 1994

Social Media

LinkedIn

Professional Associations and Activities

- Alumni & Friends of the London School of Economics
- Cornell ILR Alumni Association

Pro Bono and Community Involvement

- Change for Kids, Legal Advisor
- Harlem Educational Activities Fund (HEAF), Legal Advisor
- Le Trianon Condominium, Board of Managers (President 2008-19)

Published Works

- "2nd Circ. Pension Liability Ruling Is A Big Win For Employers," *Law360* (January 2020) [Co-Author]
- "Jury or Non-Jury Trials: Consider whether a jury waiver agreement is right for your organization," *HR Magazine*, Society for Human Resource Management (February 2012) [Author]
- "Wrongful Discharge Reform in the United States: International and Domestic Perspectives on the Model Employment Termination Act," *Emory International Law Review* 6.635 (Fall 1992) [Author]
- "FMLA Policy, Practice and Legal Update," *Business & Legal Reports* (1995 - 2012) [Consulting Legal Editor]

Speeches

- "New Strategies in Sexual Harassment Investigations and Litigation," New York County Lawyers Association (New York, New York October 24, 2019) (Panelist)
- "Employer Best Practices for Conducting Sexual Harassment Investigations and Preparing for Possible Litigation," New York City Bar Center for CLE (New York, NY, November 2018) (Panelist)