



Douglas J. Klein

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Practices

Class Actions and Complex
Litigation
Labor Relations
Wage and Hour

Services

COVID-19
Managing Your Work Force
and WARN Act
Compliance
New York Metro

Industries

Hospitality
Retail
Healthcare
Technology

Education

Brooklyn Law School
J.D., 2010

Colgate University
B.A., 2006

Admitted to Practice

- 2nd Circuit Court of Appeals, 2016
- U.S. Court of Appeals, DC Circuit, 2018
- New Jersey - D. N.J., 2010
- New York - E.D. N.Y., 2011
- New York - S.D. N.Y., 2011

Douglas J. Klein is a Principal in the New York City, New York, office of Jackson Lewis P.C. He is engaged exclusively in the practice of labor and employment law on behalf of management.

Mr. Klein regularly appears on behalf of employers in federal and state courts, at arbitrations and mediations, and before administrative agencies such as the Equal Employment Opportunity Commission, the National Labor Relations Board, the United States Department of Labor, the New York State Department of Labor, the New York State Division of Human Rights, and the New York City Commission on Human Rights. Mr. Klein defends employers in a wide range of employment matters such as collective and class action wage and hour cases and discrimination, harassment, and retaliation cases. He also represents clients in a variety of traditional labor law matters including representation and decertification proceedings, unfair labor practice charges, and collective bargaining negotiations.

Mr. Klein also counsels clients on compliance with federal and state labor and fair employment laws such as the Fair Labor Standards Act, Title VII of the Civil Rights Act, the Family and Medical Leave Act, the National Labor Relations Act, the New York Labor Law, the New York State Human Rights Law and the New York City Human Rights Law. He advises clients on many other traditional labor and employment issues including wage and hour compliance, facility closings, force reductions, restrictive covenants, and human resources policy issues.

During law school, Mr. Klein served as a Notes and Comments Editor for the *Brooklyn Law School Journal of Law & Policy*. He also served as an intern for the National Labor Relations Board and as a judicial intern for the Honorable Jose L. Linares, U.S. District Court of New Jersey.

Honors and Recognitions

- New York *Super Lawyers*® (2015-present)

Published Works

- "5 Recent Trends in Employment Law Affecting Your Business," *National Pawnbrokers Association* (August 2019) [Author]
- "A Survey of the Same-sex Marriage Landscape for New Jersey Employers Following *United States v. Windsor* and *Garden State Equality v. Dow*," *New Jersey Labor & Employment Law Quarterly*, Vol. 35, Is. 2 (February 2014) [Co-Author]

- New York - W.D. N.Y., 2017
- New Jersey, 2010
- New York, 2011
- "Supreme Court to 'Undress' Standard of Deference to DOL Enforcement Positions," *New Jersey Labor and Employment Law Quarterly*, Vol. 34, Is. 4 (July 2013) [Co-Author]
- "OSHA to Revisit Construction Industry Crane Operator Certification Requirements," *Mid Atlantic Real Estate Journal* (May 2013 – June 2013) [Co-Author]
- "Expect No Change in OFCCP's Aggressive Agenda Despite Election Year," *New Jersey Labor and Employment Law Quarterly*, Vol. 34, Is. 2 (December 2012) [Co-Author]
- "The Employment Lawyer's Prescription: The NLRB and Monitoring Employee Use of Social Media," *MD News*, (January 2012) [Co-Author]
- "Give A Little Whistle: Conscience's Guide Enough to Generate Valid CEPA Claim?," *New Jersey Labor and Employment Law Quarterly*, Vol. 32, Is. 5 (August 2011) [Author]
- "The New Arbitral Paradigm in the Law of Work," *Michigan State Law Review*, (Summer 2011) [Co-Author]