

## [LIBN: Harassment April 2018](#)

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When an employee comes forward with a sexual harassment complaint, it's important for companies to take immediate action, attorneys and HR pros say.

"It's incumbent on the company to conduct a swift, decisive investigation," said Larry Martinez, partner and co-chair of the labor and employment practice group at Meltzer Lippe in Mineola.

Most companies have anti-harassment policies, but many are not adept at responding appropriately to a complaint.

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## [New York Real Estate Journal: : Preliminary injunction issued against Oyster Bay apprenticeship code](#)

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A United States District Court Judge has issued a preliminary injunction against the Town of Oyster Bay preventing the town from further enforcement of apprenticeship requirements for contractors and developers.

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## [Locust Valley Leader: Letter to Editor](#)

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In a decision of significant economic consequence to every contractor who operates in the Town of Oyster Bay, the Meltzer Lippe legal team recently won a temporary restraining order against the Town of Oyster Bay, which last September passed an ordinance which imposed a new requirement on contractors and developers seeking to perform work for which a permit is required on commercial properties of 100,000 square feet or more.

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## [LIBN: Court puts brakes on Oyster Bay's apprenticeship law](#)

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On February 7, 2018 a preliminary injunction was issued against the Town of Oyster Bay, preventing the Town from enforcing apprenticeship program requirements as set forth in the Town Code against private construction projects for the duration of the case.

In a decision of significant economic consequence to every contractor who operates in the Town of Oyster Bay, Meltzer Lippe's Labor & Employment legal team previously won a temporary restraining order against the Town of Oyster Bay, which last September passed an ordinance which imposed a new requirement on contractors and developers seeking to perform work for which a permit is required on commercial properties of 100,000 square feet or more. The Federal Court extended the TRO into the preliminary injunction. This permits all contractors to work on wholly private construction projects of any size within the Town regardless of whether they are affiliated with an apprenticeship program which meets the Town's new requirements.

Meltzer Lippe's litigation and the court's decision has been recognized as a key victory and is strongly supported by Long Island businesses. Both the Association for a Better Long Island and the Long Island Builders Institute have issued public statements supporting the litigation and court's decision. To read the full article, please click on the link below:

<https://libn.com/2018/02/08/court-puts-brakes-on-oyster-bays-apprenticeship-law/>

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## [LIBN: Ignore at your own peril November 2017](#)

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Though sexual harassment and misconduct dominates today's headlines, the issue is nothing new. These charges cut across all sectors and communities, including a 1990s case on Long Island. But sweeping charges under the rug allows accusations to fester, damaging brands and harming the workplace.

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## [LIBN: Workforce pendulum swinging December 2016](#)

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The complex web of laws governing the employer-employee relationship is expected to spin in a new direction under the Trump administration. And that's good news for employers - and not such good news for workers.

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## [LIBN: Suits and armor](#)

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The news is full of stories about companies shelling out millions for employment-related lawsuits. Within the last month, for instance, manufacturer United Plastics and staffing agency ASI Group were ordered to pay \$1.4 million in back wages and damages to 566 employees in Massachusetts and Mississippi that were illegally denied overtime. Z Foods, a national dried fruit processor, had to cough up \$1.5 million in damages in a sexual harassment and retaliation lawsuit

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## [The Griggs Fable Ignored: The Far-Reaching Impact of a False Premise](#)

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This article was published in the Hofstra Labor & Employment Law Journal and can be found by clicking the link below:

<http://www.hofstralej.org/wp-content/uploads/2016/04/Douglas-Final.pdf>

Prominent arbitrator Robert L. Douglas, and his son, Jeffrey Douglas, a Meltzer Lippe associate discuss the role of the fable in the landmark Griggs decision.

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## [LIBN: Men, whites 'need not apply'](#)

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Producers of the Broadway hit “Hamilton” came under fire recently for advertising for “nonwhite” performers. The hip-hop musical about America’s founding fathers features Latino and African-American performers in most of the prominent roles.

While it’s common practice to state the race, gender and age range of the character that the actor will play, in most cases employers cannot hire people based on their race, gender, age or any other protected characteristic

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## [LIBN: In reference to references April 2016](#)

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When it comes to giving references for former employees, if you don’t have anything nice to say, it’s best not to say anything at all. Giving employee references - even positive ones - can land companies in court, leading attorneys to recommend that employers set and adhere to strict reference policies.

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