



## Samuel G. Dobre

### Associate

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### Profile

**Sam represents employers in complex labor and employment litigation matters, including: wage and hour class actions; employment discrimination and retaliation cases; breach of employment agreements; restrictive covenant issues; and disputes concerning non-compete agreements.**

He has successfully defended claims of race, gender, age, disability, national origin and religion discrimination, and retaliation under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA), New York State Human Rights Law (NYSHRL) and New York City Human Rights Law (NYCHRL). Sam represents employers in federal and state courts as well as before administrative agencies such as the New York State Department of Labor and the Equal Employment Opportunity Commission.

Sam also serves as a counselor to employers, including colleges, universities and schools, advising them on matters ranging from wage and hour best practices to navigating hiring and termination decisions, personnel policy structuring, family and medical leave issues, disability accommodations, separation agreements and strategies for legal compliance.

Sam has a breadth of experience in counseling and defending businesses in disability access matters brought under Title III of the ADA and related laws. These cases involve the application of disability access, physical facilities standards, modifications to policies and practices, as well as cutting-edge accessibility issues, such as those associated with emerging technologies and websites.

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®: Ones to Watch, Labor and Employment – Management, 2024
  - *New York Super Lawyers*® Rising Star, Employment & Labor, 2020-2023
- Served as Judicial Intern for the Honorable Arthur M. Schack, Kings County Supreme Court
- Interned with CAMBA Legal Services
- Interned with the General Counsel of Brookdale University Hospital Medical Center

### Education

- Benjamin N. Cardozo School of Law (J.D. 2017)
- State University of New York at Binghamton (B.A., *cum laude*, 2014)

### Bar/Court Admissions

- New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York
- U.S. Court of Appeals for the Second Circuit
- New Jersey
- U.S. District Court for the District of New Jersey

### Practices

- Labor and Employment
- Class and Collective Action Litigation

- Articles Editor for the *Cardozo Arts and Entertainment Law Journal*

## Representative Matters

- Defended a temporary restraining order and preliminary injunction filed against a college in federal court seeking to enjoin the school from enforcing disciplinary action in connection with Title IX proceedings.
- Obtained a settlement after litigation in claim filed in federal court for age discrimination and retaliation. *Carillo v. Boston Market Corporation* (2:19-cv-04405-JS-ST).
- Settled a wage and hour class action lawsuit filed against a New York City restaurant. *Poncio v. Francesco Pizzeria & Italian Restaurant Corp.* (1:17-cv-09660-JLC).
- Defended class action claims brought under the Fair Credit Reporting Act (FCRA) alleging an employer improperly used a consumer report to make adverse employment decisions.
- Defended and settled lawsuits involving discrimination claims filed under Title III of the Americans with Disabilities Act (ADA) against New York City businesses.
- Obtained an emergency temporary restraining order and injunction against a client's former senior managing director who was unfairly competing in violation of her non-compete agreement.

## Representative Publications

- "Plaintiffs Line Up to Challenge "Hidden" Ticket Fees with Class Action Complaints," *Westfair Business Journal*, June 24, 2024
- "Recent Amendments to New York City's Earned Safe and Sick Time Act," *Westfair Business Journal*, December 11, 2023
- "Westchester County Wage Transparency Law and New York State Paid Family Leave Policy Updates," *WILS Connect, NYSBA*, Vol. 4, No. 1, 2023
- "National Labor Relations Board Stepping Up Penalties for Unfair Labor Practices," *WestView The Voice of the West Village*, November 1, 2022
- "New Concealed Carry Law in New York and Its Implications," *WestView The Voice of the West Village*, September 1, 2022
- Co-Author, "New York City Fast-Food Employers Beware: Just-Cause Needed for Firing," *WestView The Voice of the West Village*, August 1, 2021
- Co-Author, "The Pro Act (Protecting the Right to Organize): Potential Implications of the Most Transformative Labor Bill Since the 1940s," *WestView The Voice of the West Village*, July 1, 2021
- Co-Author, "Employers Likely to Face a Wave of COVID-19 Class Action Litigation," *WestView The Voice of the West Village*, September 1, 2020
- Co-Author, "The Dark Side of ADA Litigation," *WestView The Voice of the West Village*, June 1, 2020
- "The Rise of ADA Litigation in New York," *WestView The Voice of the West Village*, November 1, 2019
- Co-Author, "Federal Civil Rights Act Prohibits Employment Discrimination Based on Sexual Orientation," *MD News, Long Island Edition*, April 12, 2018

- Co-Author, "Recent Employment Law Changes Affecting Medical Practices," *MD News, Long Island Edition*, January 12, 2018