



→ Shira Forman

Associate

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Shira Forman is an associate in the Labor and Employment Practice Group in the firm's New York office.

Areas of Practice

Shira focuses her practice on the full spectrum of labor and employment disputes in areas including breach of contract, breach of fiduciary duty, wrongful termination, retaliation, wage and hour claims, and claims of discrimination based on disability, sex, pregnancy, age, race, and national origin.

She also advises employers on day-to-day personnel matters, including hiring and separations, performance management, wage and hour compliance, drafting employee handbooks and policies, employee privacy issues, internal investigations, social media policies, and human resources best practices.

Honors

New York Rising Star, *Super Lawyers*, 2014-2020

American Arbitration Association A. Leon Higginbotham Jr. Fellow, 2018

Experience

- Represented manufacturing company in litigation against former employees for breach of contract and breach of fiduciary duty related to the procurement of vendors
- Conducted outside investigation into allegations of race discrimination and harassment at an asset management company
- Represented pharmaceutical company in dismissal of whistleblower claims by a former employee in state court
- Represented major restaurant chain in defense of wage and hour claims by delivery staff
- Conducted outside investigation into allegations of race and sex discrimination at a women's apparel company
- Counseled executives on wage and hour compliance issues regarding domestic staff
- Favorable resolution of numerous single-plaintiff disputes alleging discrimination, harassment, and wrongful termination

Articles

- Slowly but Surely: Working to Increase Opportunities for Women in ADR
New York State Bar Association, 10.04.2022
- Earning Your Spurs in Small Claims Mediation: You Will be Wiser for the Wear
American Bar Association, Summer 2021
- Tips for Successful Virtual Mediations
Inside Corporate Counsel, 02.2021
- Guidelines for Shaping Your Internal Investigations
New York Law Journal, 05.17.2018
- Pass Your Next Legal Quiz (Or 'How to Ace a Senate Confirmation Hearing')
New York Law Journal, 12.27.2017
- Introduction to Document Production
New York Law Journal, 10.13.2017
- Responding to a Complaint: Tips for Drafting Answers
New York Law Journal, 06.29.2017
- Drafting Complaints: Start Off on the Right Foot
New York Law Journal, 03.27.2017
- "Government Reviews Work Shift and Overtime Requirements," *New York Law Journal*, May 29, 2015
- "Is That Volunteer Really An Employee?" *The Metropolitan Corporate Counsel*, October 16, 2014
- "Bring Your Own Device - Challenges and Solutions for the Mobile Workplace," *Employment Relations Today*, Winter 2014
- "Recent Decisions Clarify Scope of Third-Party Retaliation Doctrine," *New York Law Journal*, October 21, 2013
- "A 5-step strategy to prevent sexual harassment claims," *Restaurant Hospitality website*, July 31, 2013

Labor & Employment Law Blog Posts

- "DOL Issues Final Rule Amending FMLA Definition of "Spouse" to Include Same-Sex Marriages," February 27, 2015
- "DOL Proposes to Amend FMLA Definition of "Spouse" to Include Same-Sex Marriages," July 17, 2014
- "Federal Contractors Face New Requirements Regarding Recruitment, Hiring, and Identification of Individuals with Disabilities," March 24, 2014
- "Court Upholds New Jersey's Ban on Unemployment Discrimination in Job Advertisements," February 6, 2014
- "New York Court of Appeals Places Burden on Employer to Plead that Employee Seeking Indefinite Leave Cannot Satisfy the Essential Requisites of the Job," October 29, 2013
- "New York State Court of Appeals Backs Starbucks Policy on Tip-Pooling," July 10, 2013

Media Mentions

Breach of trust: Business owners deal with worker thefts
Associated Press, 03.20.2019

Epidemic at Work?: Businesses Forced to Deal with Drug Abuse
Associated Press, 09.20.2017

5 Restaurant Labor Laws To Understand When Paying Waitstaff
toast, 11.15.2016

Why Small Businesses Must Regulate Mobile Devices
tom'sIT PRO: Real World Business Technology, 07.11.2016

Employee Handbook Mistakes: Create a More Effective Manual
Nightclub & Bar, 09.14.2015

10 Job Interview Questions that Could Land You in Legal Trouble
HR Solutions Blog, 09.30.2014

Hidden Cost, Hidden Danger? A Guide to BYOD
Small Business Computing.com, 09.30.2014

Speaking Engagements

"Drafting and Responding to Interrogatories, Document Requests, Admissions, & Hold Letters," The Rossdale Group, July 19, 2023

"Data Privacy and Protection: What Litigators Need to Know when Gathering, Handling and Producing Sensitive Data," Employee & Labor Relations Committee, April 25, 2017

Events

Labor & Employment Law Update - Year in Review - New York
Fall 2019
Convene, 11.14.2019

Memberships

American Bar Association, Section of Litigation, Employment & Labor Relations Law Committee, Editorial Board Member

Practices

Labor and Employment

Industries

Esports & Games

Education

J.D., Columbia University Law School, 2004, Senior Editor, *Columbia Law Review*

B.A., Brooklyn College, 2001, *summa cum laude*

Admissions

New York

U.S. District Court - Southern and Eastern Districts of New York

U.S. Court of Appeals for the Second Circuit

U.S. Supreme Court