

# Employment Litigation



## OVERVIEW

**Wigdor's award-winning employment litigation attorneys are routinely recognized as some of the best in the nation.**

We are the toughest plaintiff employment law firm taking on the highest-profile cases and battling the largest corporations and their teams of big law attorneys. We are known for our unrivaled trial skills and negotiation capabilities. Our lawyers are tenacious, innovative and compassionate. The cases we take have helped to define and develop federal, state and local anti-discrimination law. No other employment litigation law firm has our courtroom experience and record of success.

Our top-ranked employment attorneys have unparalleled experience in the litigation of individual, multi-plaintiff and class action discrimination, harassment, whistleblower, wage-and-hour and related lawsuits. Wigdor aggressively fights for employees who have been discriminated against by their employers based on what the law calls a "protected category," which includes, among other immutable characteristics, gender, pregnancy, race, national origin, ethnicity, religion, disability, age, sexual orientation and identity and others.

Our employment lawyers also handle matters involving retaliatory actions taken by an employer in response to complaints about discrimination, harassment, fraud and other whistleblowing activities. **What is retaliation and who is covered by the whistleblower laws depends on which laws are applicable.**

Employees also have certain rights that come from their employer contracts, which can be either written or oral, handbooks and policies. These are called breach of contract cases, and in most cases, allow employees to proceed directly to court and/or arbitration without filing with an administrative agency first, which can sometimes slow down the process.

For information on common employment litigation cases and an overview on how Wigdor's plaintiff representation works when beginning legal action against an employer, please see our [Information Center](#) and [Our Process](#) pages.

Importantly, the “statute of limitation” requires that employees file an action within a certain time, which usually begins from the date of the adverse employment action (such as a demotion, denial of a promotion or termination of employment). These time periods are generally strictly enforced, and if you are outside of the limits, you cannot proceed with your case. Some laws require you that you file in as little as 180 days, or six months. Therefore, it’s important to act quickly and seek the legal guidance of experienced employment litigation attorneys.

[Contact](#) Wigdor today to schedule a consultation.

## DISCRIMINATION, HARASSMENT & RETALIATION

Wigdor LLP is the preeminent firm in the fight against discrimination, and [retaliation](#) in the workplace. Our firm maintains a commitment to defending workers’ rights to ensure a discrimination and harassment-free workplace regardless of the size and resources of the employer.

Wigdor specializes in handling some of the most well-known and contentious discrimination, harassment and retaliation disputes. While some of our cases receive [front page notoriety](#), the vast majority of our cases resolve themselves quickly because of our ability, reputation, and resources. We understand the sensitivity associated with these cases and respect our clients’ concerns about their reputations and future careers. Some cases settle and some don’t. Our clients come to us because they know that in order to achieve a successful settlement they need a law firm that has the reputation, ability and history of achieving [successful outcomes and trial verdicts](#).

We have been successful in handling cases based on gender, pregnancy, equal pay, sexual orientation, age, race, disability and reasonable accommodations, national origin, religion, and HIV status. Success is in the eyes of the client. Some of our clients have received [multi-million dollar settlements](#), others have forced companies to change their policies, some have had a public trial to vindicate their rights, while others have been instrumental in changing the law. Whatever your goals may be, we can be your partner in achieving them.

Our cases include high-level executives as well as minimum wage employees. While many of our clients come from the financial services industry and Wall Street, we have represented hundreds of other employees in virtually every industry including accounting firms, law firms, retail establishments, human resources, food services and hospitality, marketing, manufacturing, IT, biotech, education, engineering and the public sector.

Although we are, in most cases, prohibited from revealing our confidential settlements, we can state that we have successfully handled discrimination, harassment and retaliation claims against virtually every large employer in New York.

## WAGE AND HOUR OVERTIME AND BONUS CASES

Wigdor LLP has been at the forefront in litigating wage and hour, overtime and [bonus cases](#) in virtually every industry. These cases range from individual actions to collective actions and class actions, and

often involve technical legal analysis of job duties as well as procedural issues involving class and collective action waivers. We have brought some of the largest and most important cases in this area of the law. Our firm is widely acknowledged as a leader and we have received [national media attention](#) for our work.

## WHISTLEBLOWER, QUI TAM, DODD-FRANK, & WRONGFUL TERMINATION

Wigdor LLP regularly handles all types of [whistleblower](#) claims under Sarbanes-Oxley and Dodd-Frank. We also litigate Qui Tam actions and assist whistleblowers before the Securities and Exchange Commission, Internal Revenue Service and Commodities Future Trading Commission. We have achieved groundbreaking legal precedents and [results](#) due to our abilities, experience, and resources.

## EXECUTIVE COMPENSATION, EMPLOYMENT AGREEMENTS, AND RESTRICTIVE COVENANTS

Wigdor LLP has attorneys who have worked for some of the largest employers and are thus well equipped at negotiating and drafting executive compensation and employment agreements for some of the most well known leaders in corporate America. We also routinely draft, negotiate and litigate issues involving [non-compete agreements](#), [non-solicitation agreements](#) and the like. We have litigated breach of contract claims on behalf of senior level executives, including the former CFO of Six Flags for whom we won a [verdict of approximately \\$24 million](#).

## INTERNATIONAL EMPLOYMENT LAW

We are unaware of any other employment law firm that has a founding partner qualified to practice law in both the United States and the United Kingdom. In today's workplace, many employment disputes involve US employees working abroad or UK employees working in the United States. We are frequently called upon to navigate these extremely complex areas of law. We recognize not only the cultural differences that exist, but also understand the nuances in our respective employment laws. This expertise enables us to appear in courts in the United States as well as employment tribunals and courts abroad.

## OUR PROCESS

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**No matter the obstacle, we will  
obtain the best results for our  
clients.**

[Learn More](#)

## CONTACT US

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212 257 6800

[contact@wigdorlaw.com](mailto:contact@wigdorlaw.com)

## INFORMATION CENTER

Learn more about discrimination, harassment and retaliation laws and regulations.

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Today, Tuesday, June 18th, Wigdor LLP filed a retaliation suit against Meta Platforms on behalf of Jeffrey Smith. Mr. Smith is an accomplished engineer...

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