



## Howard Lavin

Partner

New York  
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### ADMISSIONS

- New York
- New York USDC, Eastern District
- New York USDC, Southern District

### EDUCATION

- Emory University School of Law, J.D., 1982
- Cornell University School of Industrial and Labor Relations, B.S., 1979

### EMPLOYMENT

- Stroock & Stroock & Lavan LLP  
Partner January 1986-November 2023
- Burns Summit Rovins & Feldesman Associate August 1982-January 1986

### PRESENTATIONS

- Implication of Working from Home Panel Discussion, 2022 AMCOMP Fall Meeting, November 3, 2022

### AFFILIATIONS

- Labor and Employment Section Member, New York State Bar

Howard has a lengthy and vast history of representing employers in all aspects of employment and labor matters. He is well-versed in his clients' HR needs, with a proven track record of mitigating risk for clients and limiting their exposure to potentially costly claims.

Howard's risk-management approach has assisted employers in:

- Creating "virtual" human resources departments
- Reviewing and drafting personnel policies and procedures
- Implementing management and supervisor training
- Creating NLRB-compliant social media policies
- Implementing COVID-19 workplace protocols

He advises clients on a variety of workplace issues, and has represented employers when necessary in both federal and state courts on matters including:

- Discipline and discharge matters
- Discrimination claims
- Harassment claims
- Wage and hour disputes
- Labor and employment ramifications of mergers and acquisitions
- Arbitrations
- Severance and retention packages

Howard's experience also includes navigating:

- Company downsizings
- Mergers and acquisitions

He also presents and writes frequently about labor and employment law topics, staying abreast of the latest trends that impact his peers and clients.

Howard's clients include a wide variety of industries:

- Insurance
- Entertainment
- Health Care

**REPRESENTATIVE CLIENTS**

- New York Jockey Injury Compensation Fund
- New York Compensation Insurance Rating Board
- Financial Decisions
- Monarch Alternative Capital LP

- Finance
- Manufacturing
- Not-for-Profit organizations (outside counsel)

**RECOGNITIONS**

- City & State
  - 50 Over 50
- The Best Lawyers in America® (by BL Rankings), 2016-2025
- Super Lawyers
  - Employment & Labor

## PUBLICATIONS

- Co-authored, "2024 Employment Leave Laws in Illinois, New York, California, and Minnesota," *Bender's Labor & Employment Bulletin*, March 2024
- New York Poised to Prohibit Non-Competes, *Co-author*, June 22, 2023
- NLRB General Counsel Joins the Fray Over Use of Non-Competes, *Co-author*, June 2, 2023
- NLRB Continues to Put the Squeeze on Confidentiality and Non-Disparagement Clauses, *Co-author*, March 24, 2023
- NLRB Limits Non-Disparagement and Non-Disclosure Clauses in Separation Agreements, *Co-author*, February 23, 2023
- New York State Releases Proposed Changes to Model Sexual Harassment Prevention Policy, *Co-author*, January 30, 2023
- NY Enacts Law Expanding Worker Rights Posting Requirements, *Co-author*, January 18, 2023
- FTC Proposes Sweeping Ban on Non-Competes, *Co-author*, January 9, 2023