



Contact

Evandro C. Gigante

Partner

New York

+1.212.969.3132

egigante@proskauer.com

Evandro Gigante is a partner in the Labor & Employment Law Department and co-head of the Employment Litigation & Arbitration group and the Hiring & Terminations group. He represents and counsels clients through a variety of labor and employment matters, including allegations of race, gender, national origin, disability and religious discrimination, sexual harassment, wrongful discharge, defamation and breach of contract. Evandro also counsels employers through reductions-in-force and advises clients on restrictive covenant issues, such as confidentiality, non-compete and non-solicit agreements.

With a focus on discrimination and harassment matters, Evandro has extensive experience representing clients before federal and state courts. He has tried cases in court and before arbitrators and routinely represents clients before administrative agencies such as the Equal Employment Opportunity Commission, as well as state and local human rights commissions.

Evandro also represents clients in traditional labor law matters, including collective bargaining negotiations and labor arbitrations, as well as proceedings before the National Labor Relations Board. In addition, Evandro advises clients on labor matters that arise in union and non-union workplaces.

Working in a wide range of industries, Evandro has experience representing clients

in financial services (including hedge funds and private equity firms), professional sports, publishing, media, retail, law firms, social service providers and others. Evandro also advises charter schools and other not-for-profit organizations on labor and employment matters on a pro bono basis.

Practices

Employment Litigation & Arbitration, Discrimination, Harassment & Title VII, Hiring & Terminations, Labor-Management Relations, Employment Counseling & Training, Higher Education and Title IX

Education

Brooklyn Law School, J.D., 2003

cum laude

Notes & Comments Editor, *Brooklyn Law Review*

Cornell University School of Industrial & Labor Relations, B.S., 2000

Admissions & Qualifications

New York

Court Admissions

U.S. District Court, New York, Eastern District

U.S. District Court, New York, Southern District

U.S. Court of Appeals, Second Circuit

Memberships

New York City Bar (Member, Labor & Employment Law Committee)

American Bar Association (Labor & Employment Law Section)

Awards & Recognition

The Legal 500 United States: Next Generation 2017-2018

The Legal 500 United States: Trade Secrets 2017

The Legal 500 United States: Labor-Management Relations 2017

The Legal 500 United States: Workplace and Employment Counseling 2017, 2019

The Legal 500 United States: Labor & Employment: Disputes (incl. Collective

Actions): Defense 2019

New York Law Journal Rising Star 2017

Euromoney Americas Rising Star (Shortlisted – Labor & Employment), 2018, 2019

New York Super Lawyers 2019

Languages

Italian