



Contact

Lawrence R. Sandak

Partner

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Lawrence R. Sandak, a partner in the Labor & Employment Law Department, is head of the Firm's Newark office and co-head of the Firm's Law Firm Practice Group. With more than 30 years of employment law experience, Larry gives practical, cost-effective advice to clients on a broad range of issues.

As a trial lawyer and litigator, Larry defends employers accused of discrimination, retaliation, sexual harassment, breach of contract, and wage and hour violations. According to *Chambers USA*, Larry's "trial history attracts acclaim" and he is perceived as an "excellent relationship builder" who understands employment litigation "absolutely inside out." As one interviewee noted, he is "hugely determined to accommodate all of our needs." And *US Legal 500*, which ranks Proskauer's employment litigation team in the first tier nationally, recognizes Larry's contribution to the team's "premier" reputation and reports that he "is praised by clients for his 'hands-on litigation experience, and great ability to deal with the opposition,'" as well as for being "extremely knowledgeable, smart and savvy."

Larry advises clients on all aspects of the employer-employee relationship, including the creation of sensible personnel policies and the preparation of employment contracts, policy manuals and employee handbooks. He frequently is called upon to

conduct or supervise internal investigations of alleged employee misconduct, including sexual harassment, and to recommend appropriate responses. He has guided his clients through significant reductions in force and business closures as well. *Chambers USA* reports that clients commend Larry as “experienced, smart and reliable” and a “real problem solver.”

The clients Larry has represented include Hess Corporation, JPMorgan Chase, the National Basketball Association, NBC-Universal, T-Mobile, Bank of America, Bank Hapoalim, Brixmor Property Group and Prudential Financial. A lawyer’s lawyer, Larry serves as employment counsel to several large and prominent law firms.

Larry has practiced before the U.S. Supreme Court and numerous trial and appellate-level courts. He has conducted or supervised litigation, arbitrations and administrative proceedings throughout the country.

Larry has been an adjunct professor at Benjamin N. Cardozo School of Law, where he taught litigation and advocacy. He has been a commentator for Court TV, CNN, CNBC and CBS News.

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Practices

Class Actions, Discrimination, Harassment & Title VII, Employment Counseling & Training, Whistleblowing & Retaliation, Employment Litigation & Arbitration

Industries

Private Equity Real Estate

Education

Brooklyn Law School, J.D., 1978

Associate Editor, *Brooklyn Law Review*, 1977-1978

Brooklyn College, B.A., 1975

Admissions & Qualifications

New York

New Jersey

Court Admissions

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

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

U.S. Court of Appeals, Third Circuit

U.S. Court of Appeals, Federal Circuit

U.S. Supreme Court

U.S. Court of Appeals, First Circuit

U.S. Court of Appeals, Second Circuit

U.S. District Court, New Jersey

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

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

Memberships

American Bar Association (Litigation Section, Labor Law Section)

New Jersey State Bar Association (Labor Section)

Awards & Recognition

Chambers USA: New Jersey: Labor & Employment 2005-2018

New Jersey Super Lawyers 2007-2018

The Legal 500 United States: Labor & Employment Litigation 2008, 2011-2014

The Legal 500 United States: Labor & Employment Disputes: Defense 2018

Fellow, College of Labor and Employment Lawyers

Best Lawyers in America 2011-2019

Acritas Star Lawyer 2018