

Philip K. Davidoff

Partner, New York Office



100 Park Avenue, Suite 2500
New York, New York 10017
pdavidoff@fordharrison.com
P:212-453-5915
F:212-453-5959

Phil Davidoff represents management in employment law matters, including claims involving discrimination, sexual harassment, wage & hour laws, family and medical leave laws, breach of contract, restrictive covenants and common law torts. He has defended litigations in federal and state courts and administrative agencies across the United States, as well as in arbitrations before the National Association of Securities Dealers, FINRA and the American Arbitration Association. He also regularly counsels employers on all aspects of employment law and workplace issues.

He has practiced employment law in New York for over 18 years and has significant experience in employment law matters including developing workplace policies, presenting management and other training programs and counseling senior management on all aspects of employment law. He is a contributing author and featured expert in a number of publications and newspapers including Human Resources Report, The New York Law Journal, Forbes Magazine and The Miami Herald.

During law school Phil served as Editor in Chief of the St. John's Journal of Legal Commentary and authored "The Drug War in The Workplace: Employee Drug Testing Under Collective Bargaining Agreements," 5 St. John's Journal of Legal Commentary 1, 1989 (New York, NY).

Recent Experience

- Represented franchisor company in connection with claims of discrimination and retaliation claims by franchisee employee. Obtained dismissal on motion to dismiss based on nature of franchisor/franchisee relationship.
- Represented large municipal employees union in its capacity as employer in contractual grievance arbitration and state human rights division proceedings alleging discrimination on the basis of

EDUCATION

St. John's University School of Law, J.D., 1991
Mercy College, B.S., 1988

BAR ADMISSIONS

New York

COURT ADMISSIONS

U.S. District Court for the Eastern District of New York
U.S. District Court for the Northern District of New York
U.S. District Court for the Southern District of New York

PRACTICE AREAS

Discrimination
Employment Law
Harassment
International Employment Law
Wage and Hour/FLSA
Wrongful Termination

MEMBERSHIPS

- New York State Bar Association (Labor & Employment Law Section)

disabilities. Obtained arbitral award dismissing claims in their entirety following 6 days of hearings.

- Represented technology company in connection with restrictive covenant litigation. Obtained dismissal on forum non conveniens grounds despite choice of forum provision.
- Represented company in nationwide EEOC investigation concerning class-wide claims of religious discrimination/failure to accommodate. Obtained favorable conciliation agreement containing no monetary penalties and minor policy changes.
- Represented several well known restaurants in federal court in class/collective actions alleging violations of Fair Labor Standards Act and New York State wage and hour laws. Negotiated favorable settlements.

Honors and Awards

- The Best Lawyers in America – Labor and Employment Law