

Michael E. DeLarco

Partner
New York

Biography

A partner in our Labor and Employment practice, Michael DeLarco is a respected litigator and counselor known for handling complex cases and situations, providing practical advice, and finding creative solutions for clients. He brings to his practice extensive counseling and pre-trial and trial experience, especially in disputes involving labor and employment, restrictive covenant and trade secrets, and contracts, as well as whistleblower and wage and hour claims.

Michael is also a trusted advisor on labor and employment issues in mergers and acquisitions and often represents management in collective bargaining and labor disputes. In the area of labor and employment law, he has consistently been ranked as a "Super Lawyer" and named a "New York Rising Star" since 2013.

Michael began his legal career as an assistant corporation counsel with the New York City Law Department, where he gained invaluable experience conducting investigations, litigating, and trying cases in federal and state courts. He represented some of the city's largest agencies in high-profile matters.

For more than a decade, Michael has been representing management, large and small employers, and government agencies on all areas of labor and



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Practices

Employment

Industries

Education

TMT

Life Sciences and Health Care

Financial Institutions

Education and admissions

Education

J.D., New York Law School, 2000

employment law, including cross-border issues. He represents clients in state and federal courts around the country and before administrative agencies. He frequently develops workplace policies, evaluates and advises on employment-related requirements, implements workforce restructurings, and develops and provides employment-related training. His practice revolves around a variety of industries, including education, media, technology, life sciences, healthcare, and banking.

Representative experience

Represented medical devices company in non-compete litigation in District of Arizona.

Successfully represented media client in a week-long contract dispute before the American Arbitration Association.

Represented a media company in an employment discrimination action in New York state court.

Represented government agency in high-profile sex discrimination action.

Represent a major league baseball team with labor and employment issues.

Advising on labor and employment issues in connection with hospital mergers.

Awards and rankings

- New York Rising Stars, *Super Lawyers*, 2013-2015

Latest thinking and events

- Hogan Lovells Publications
 - The Defend Trade Secrets Act (DTSA): What You Need to Know *Client Alert*
- Hogan Lovells Publications
 - Disciplining Bargaining Unit Employees Between Union Recognition and First Contract *Employment*

B.A., University of Scranton, 1997

Bar admissions and qualifications

New York

Court admissions

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

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

Alert

- Hogan Lovells Publications
 - Amendment to NY Wage Theft Prevention Act Eliminates Annual Notice Requirement, Effective Immediately; NY, NJ, and CT Minimum Wage Increases in Effect for 2015 *Employment Alert*
- Hogan Lovells Events
 - Global Employment Challenges: Is Your Company Prepared?
- Hogan Lovells Publications
 - New York Employers Must Provide Notice of Wage Rate to All Employees by February 1, 2014 *Employment Alert*
- Hogan Lovells Publications
 - Indefinite Leave Not Reasonable Accommodation Under New York State Law, But May Be Required Under Broader City Law *Employment Alert*