

David Baron

Senior Associate

New York

Biography

David Baron is a respected litigator and counselor who represents and advises clients across a broad range of labor and employment matters. Known for his thoughtfulness and efficiency, he provides practical guidance by balancing legal risks with business goals, and finding creative solutions to complex problems.

David's experience is extensive and well-rounded. He represents clients in threatened and filed lawsuits involving employment discrimination, whistleblower retaliation, wage and hour disputes, and restrictive covenants. He litigates, successfully or to advantageous resolution, in state and federal courts, arbitration hearings and administrative agencies around the country.

He guides clients through complicated, sensitive, and delicate employee-related matters, including executive separations, layoffs, and internal complaints. David conducts and oversees workplace investigations, drafts and negotiates executive and other employment agreements, advises on employment matters in connection with mergers and acquisitions, and drafts and implements workplace policies. He also represents management in traditional labor disputes and collective bargaining.

David began his legal career at Hogan Lovells in 2011



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Practices

Employment

Areas of focus

Employment

Education and admissions

Education

J.D., New York University School of Law, 2011

B.A., University of Pennsylvania, magna cum laude, 2006

and has become a trusted advisor both internally and externally. His experience spans numerous industries – life sciences, financial services, health care, education, technology, consumer goods, and others – and his clients range from small businesses to large, public employers.

David also devotes substantial time to pro bono matters, including impact litigation.

Representative experience

Successfully represented media company in a six-day termination-for-cause contract dispute before the American Arbitration Association.

Successfully represented broker-dealer in multiple related FINRA arbitrations involving alleged nonpayment of discretionary bonuses.

Won multiple summary judgment motions for cosmetics retailer in federal employment discrimination claims.

Won summary judgment for technology company on two separate age discrimination claims in the Southern District of New York and successfully defended the decision on appeal to the Second Circuit.

Won summary judgment for international financial institution on age discrimination claims in the Southern District of New York.

Advised professional baseball team in connection with multiple union organizing drives.

Negotiated favorable settlement for medical device company following extensive non-compete litigation in the District of Arizona.

Negotiated favorable settlement for technology client in high-stakes contract, quasi-contract, and fraud claims by former employee in New York Supreme Court, Commercial Division.

Bar admissions and qualifications

New York

New Jersey

Court admissions

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

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

U.S. District Court, District of New Jersey

U.S. Court of Appeals, Second Circuit

Successfully represented multiple educational institutions in contesting National Labor Relations Board jurisdiction.

Awards and rankings

- Labor & Employment (New York), Associate to Watch, *Chambers USA*, 2021

Latest thinking and events

- Press Releases
 - Civil rights and grassroots groups take action to halt mass displacement in Norfolk
- News
 - Pre-dispute employment arbitration agreements are enforceable in New Jersey, according to a recent ruling
- Webinar
 - Discrimination, diversity, and inclusion during the era of COVID-19
- Published Works
 - Plaintiff's duty to mitigate damages in the COVID-19 era *Labor Law Journal*
- Hogan Lovells Publications
 - COVID-19 considerations: vacation and PTO
- Hogan Lovells Publications
 - U.S. | COVID-19 Considerations: Vacation and PTO