

Michael E. DeLarco

Office Managing Partner
New York

Biography

Michael DeLarco is the head of our Labor and Employment practice in the Americas. He 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 employment law, including cross-border issues. He represents clients in state and federal courts around the



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Practices

Employment

Industries

Education
Technology and Telecoms
Life Sciences and Health Care
Financial Institutions
Private Capital
Sports, Media & Entertainment

Areas of focus

False Claims Act and Qui Tam
Sports
Media

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, health care, and banking.

Representative experience

Represented medical devices company in non-competitive 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.

Advised DLH Holdings, a health care services contractor, on its US\$70m acquisition of Social & Scientific Systems, a public health research organization.

Awards and rankings

- Labor & Employment (New York), *Chambers USA*, 2021
- New York Rising Stars, *Super Lawyers*, 2013-2015

Latest thinking and events

- News
 - Recent New Jersey laws aim to combat worker misclassification
- News

Education and admissions

Education

J.D., New York Law School, 2000

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

- Considerations for crafting a post-pandemic return-to-office policy in Colorado
- News
 - COVID-19: Global employee vaccination and testing guide
- News
 - CDC flip-flops on mask guidance for fully vaccinated individuals; what should U.S. employers do?
- News
 - Global employment law guide
- News
 - NY DOL publishes Hero Act standards and prevention plans, but immediate implementation not necessary *All in a Day's Work: The Employer's Legal Guide*