



Alexander Bogdan

Partner

abogdan@foxrothschild.com



New York, NY

Tel: 212.878.7941

Fax: 212.692.0940

Alexander is an experienced labor and employment attorney who has worked with clients in a wide array of industries including hospitality, healthcare, construction, financial services, emerging technologies and higher education.

He represents national and international clients, as well as small businesses, in all aspects of labor and employment law. His experience extends to discrimination and sexual harassment litigation, as well as the defense of clients against collective and class actions involving wage-and-hour disputes, including claims of unpaid minimum and overtime wages, tip misappropriation and other violations of the Fair Labor Standards Act and state law.

Alexander advises and defends businesses on litigation in the area of accessibility of public accommodations under Title III of the Americans with Disabilities Act and the New York State and New York City Human Rights Laws. He regularly counsels clients on the accessibility of their facilities, websites, mobile applications, auxiliary aids and services.

Alexander also works closely with clients to conduct due diligence on labor and employment issues in corporate acquisitions and advises clients on compliance with local, state and federal laws regarding hiring and termination, discipline, discrimination, retaliation, reasonable accommodations, COVID-19 related issues, and wages. He has significant experience drafting labor and employment handbooks and policies and procedures, as well as drafting and negotiating employment, separation, confidentiality and non-competition agreements on behalf of both employers and executives.

Services

- Labor & Employment
- ADA Title III Disability Access
- Hospitality
- Health Law
- Higher Education
- Sexual Harassment Prevention Training
- Employment Class Actions
- Employee Privacy & Background Checks
- Labor Management Relations
- Trade Secrets & Restrictive Covenants
- Wage & Hour Law

Before Fox Rothschild

Prior to joining Fox, Alexander served as Chief Counsel, Labor and Employee Relations at New York-Presbyterian Brooklyn Methodist Hospital. He also previously worked as an associate in the New York office of a large, international law firm, as well as a boutique labor and employment law firm in New York.

Beyond Fox Rothschild

An avid sports fan, Alexander has sports writing experience. He contributed to the 2005 and 2006 editions of *Pro Football Prospectus*.

Representative Matters

- Represented a restaurant group in defense of claims of unpaid overtime, failure to provide proper wage notices, and failure to provide proper wage statements.
- Represented a catering hall in defense of a lawsuit alleging national origin discrimination and unpaid overtime.
- Represented a national mortgage company in defense of collective action under the Fair Labor Standards Act.
- Represented a regional healthcare system in various matters including in litigation alleging gender, pregnancy, and disability discrimination, in litigation seeking vacatur of an arbitration award, of and in defending against allegations of retaliatory discharge before the National Labor Relations Board.
- Represented a national professional service firm in defense of lawsuits alleging religious discrimination and breach of employment and commission agreements.
- Represented various clients before the New York State Department of Labor in actions alleging improper classification of individuals as independent contractors.
- Represented an international bank in sexual harassment and age discrimination law suits and in a successful motion to vacate an arbitration award.
- Represented employers in actions brought against former employees who violated their contractual and/or fiduciary duties, including an international consumer product distributor in an action against former executives for alleged misappropriation of company assets and an international travel company in an action seeking to enforce restrictive covenants against former employees.
- Represented an institution of higher education in a Title IX lawsuit brought by a former student expelled for sexual misconduct and in an action alleging discrimination and retaliation brought by a professor.
- Represented an international oil company in multi-district environmental products liability action.

Bar Admissions

- New York

Court Admissions

- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York
- U.S. District Court, Central District of Illinois
- U.S. Court of Appeals, First Circuit
- U.S. Court of Appeals, Second Circuit

Education

- St. John's University School of Law (J.D., *cum laude*, 2006)
- Brown University (B.A., 2000)

Honors & Awards

- Named to the list of "Super Lawyers" for Employment & Labor Law in New York (2020-2023)
- Named to the list of "Super Lawyers Rising Stars" for Employment and Labor Law in New York (2018)