

John exclusively represents employers in all labor and employment matters and regularly handles wage and hour matters involving federal and state laws, such as the Fair Labor Standards Act, the New York Labor Law, New York's Miscellaneous Industries Wage Order, and New York's Hospitality Wage Order, which includes numerous cases involving New York's Wage Theft Prevention Act, tip credits and pooling, deduction from wages, and regular rate issues. John also routinely works with the Occupational Safety and Health Act, in addition to handling Title VII discrimination and retaliation claims, ADA public accommodation and website accommodation cases, drafting employee handbook policies and executive employment contracts, noncompetes, and conducting workplace harassment and discrimination investigations. John has defended a wide range of employers against hybrid class and collective actions under the FLSA, and the New York Labor Law, and other state laws with exemption misclassification, off-the-clock including booting up and down time and rounding claims. He also frequently assists companies with internal wage and hour audits, as well as Department of Labor audits, including those generated by the misclassification of independent contractors. John also has extensive experience with assisting businesses with internal safety and health audits, responding to OSHA and state-sponsored OSHA complaints of workplace safety and health and retaliation, hazard alert letters, and resolving and contesting OSHA citations, including but not limited to fatality investigations as well as defending against claims of retaliation under various OSHA statutes and New York's Workers' Compensation Law. John also routinely appears before the EEOC, the New York State Division of Human Rights, the New York City Commission on Human Rights, and the Connecticut Commission on Human Rights and Opportunities. In addition, John regularly assists businesses with New York State Unemployment Insurance audits.

As a former trial attorney with the U.S. Department of Labor, Office of the Solicitor, John prosecuted numerous FLSA and OSHA cases and was part of a litigation team that recovered approximately \$4 million under the FLSA on behalf of New York State Environmental Conservation Officers. While at the Department of Labor, he also received a commendation from OSHA's regional administrator for his prosecution of a discrimination complaint under the Surface Transportation Assistance Act.

John serves as the co-chair of Cozen O'Connor's OSHA-Workplace Safety Practice and is also the author of its safety and health blog, the [OSHA Chronicle](#). He writes extensively on labor and employment law. He served as the co-editor of the American Bar Association Labor and Employment Law Section (Section) electronic newsletter from 2015-2019 and is the former vice-chair of the Member Engagement Committee of the section. He has been a contributing editor to *The Fair Labor Standards Act, Cumulative Supplement*, published by BNA Books since 2002 to the present, and has served on its editorial board since 2006. John is also a chapter editor for the *Occupational Safety and Health Law*, Third & Fourth Editions published by the ABA and Bloomberg Law.

John is a founding member of the Wage and Hour Defense Institute, and he frequently lectures on FLSA, OSHA, and Labor Department audits. He has also taught business and employment law at the Pratt Institute and the New School. He is frequently asked to comment on labor and employment issues and has been quoted extensively in the *Long Island Business News*, *Bloomberg Law*, *the San Francisco Chronicle*, *SHRM*, *CNBC*, *MSNBC*, *Forbes*, *Newsday*, *the Daily Labor Report*, and *Employment 360* and has been published in the *New York Journal* and *USA Today* (the magazine), among other publications. John has been named a New York Metro Super Lawyer since 2013 and Best Lawyers in

America since 2019. John has also appeared on CNBC's Squawk Box and been interviewed by several news stations, including *PIX11* and *NPR's Marketplace Morning Report*. John is also a frequent panelist and contributor on OSHA and Wage and Hour issues before the American Bar Association, New York State Bar Association, New York City Bar Association, Practising Law Institute, LawLine, and EHS Today.

John is active in promoting inclusion in the legal profession. He served on the board of the Connecticut Asian American Bar Association for over a decade and served as the management vice-chair and chair of the ABA, Labor and Employment Section, Diversity and Inclusion in the Legal Profession Committee from 2022 - 2024. He is also served as the employer co-chair for the ABA's 17th Annual Labor and Employment Law Conference, Diversity, Equity & Inclusion track and will continue to co-chair that track for the 18th Annual Conference. John is the co-chair of the firm's Asian Attorney Resource Group and a member of the firm's Culture and Belonging Committee.