

Dimitrios Markos

Associate

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Focus Areas

Wage and Hour
Class Action
Discrimination and Harassment
Litigation and Trials
Investigations
Financial Services

Overview

Dimitrios T. Markos is an experienced employment litigator, with a particular emphasis on litigating discrimination and wage and hour cases in both federal and state courts, as well as at the agency level.

Dimitrios regularly represents and counsels employers in matters involving:

- Wage and hour violations
- Class and collective actions
- The Fair Labor Standards Act (FLSA)
- Discrimination
- Harassment
- Retaliation
- Title VII of the Civil Rights Act of 1964 (Title VII)
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)

Dimitrios has successfully defended large class and collective actions in federal and state courts for clients with operations nationwide. Dimitrios also counsels employers on best practices to ensure compliance with federal and state

wage laws like the Fair Labor Standards Act (FLSA), the New Jersey Wage and Hour Law and the New Jersey Wage Theft Act to ensure minimum wage, prevailing wage, and overtime compliance. He has experience representing employers in actions commenced by the United States and the New Jersey State Department of Labor on wage related issues.

Dimitrios has also advised in-house attorneys, insurers, and human resource professionals on various aspects of the employment relationship, including hiring practices, handbook policies, employee discipline, termination decisions, and severance agreements. Dimitrios has also successfully defended employers in actions involving state and federal antidiscrimination statutes such as Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act (ADA), the New Jersey Law Against Discrimination, and the New Jersey Conscientious Employee Protection Act.

Prior to joining Littler, Dimitrios was a senior counsel in the Labor and Employment Division of the Office of the Corporation Counsel of the City of New York. He was tasked with defending the City of New York and its agencies in a wide array of federal and state employment litigation matters in the Eastern and Southern Districts of New York. During this time, he litigated cases to trial in state and federal court.

Dimitrios also has experience with internal investigations and compliance in an international financial services investment bank. He earned a Public Service Certificate from New York Law School.

Recognition

- Dean's List, *New York Law School*

Education

J.D., New York Law School, 2012

B.S., University of Rhode Island, 2007

Bar Admissions

New Jersey

New York

Rhode Island

Massachusetts

Courts

U.S. District Court, District of New Jersey

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

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

U.S. District Court, District of Rhode Island

U.S. District Court, District of Massachusetts

Languages

Greek

Publications & Press

Third Circuit Affirms That New Jersey’s Cannabis Law Does Not Allow a Private Right of Action

Littler ASAP

December 19, 2024

Temporary Workers Bill of Rights Scores a Victory in the Third Circuit Court of Appeals

Littler Insight

August 7, 2024

Pay to Play? Third Circuit Holds NCAA Athletes Can Be Considered Employees

Littler Insight

July 16, 2024

New Jersey Court Clarifies Application of 2019 Wage and Hour Law Amendments

Littler ASAP

June 11, 2024

Temporary Rules for Temporary Workers? New Jersey Department of Labor Issues Guidance on Temporary Workers’ Bill of Rights

Littler Insight

July 27, 2023

Federal Court Holds That Employees Cannot File Private Lawsuits Against Their Employers Under New Jersey Cannabis Law

Littler ASAP

June 12, 2023

DOL Issues Guidance on Tracking Hours Worked by Teleworkers Who Take Breaks

Littler ASAP

February 14, 2023

We The Temp Workers: New Jersey Enacts “Temporary Workers’ Bill of Rights”

Littler Insight

February 9, 2023

New Jersey Cannabis Regulatory Commission Issues Workplace Guidance on Reasonable Suspicion Determinations

Littler ASAP

September 14, 2022

New Jersey Marijuana Law Employment Provisions Take Effect

SHRM Online

September 1, 2021

New Jersey Marijuana Law Employment Provisions Take Effect

Littler ASAP

August 27, 2021

Speaking Engagements

Navigating the New Jersey Department of Labor: Ensuring Wage, Hour and Benefit Compliance

Newark, NJ

October 30, 2024

2024 Rhode Island Employment Update

Providence, RI

January 25, 2024

Employment Law Career Panel

New York Law School

February 23, 2023

Labor and Employment Law Update for N.J. Contractors

N.J. Electronic Life Safety Association Annual Conference, Atlantic City

February 25, 2022