

Tyler A. Sims

Shareholder

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Focus Areas

Unfair Competition and Trade Secrets
Labor Management Relations
Litigation and Trials
Appellate

Overview

Tyler A. Sims advises and represents employers in all areas of labor and employment law. He focuses his practice on post-employment restrictive covenants, unfair competition, and trade secrets, traditional labor law and defending employers against federal and state harassment, discrimination, and retaliation-related employment litigation.

Tyler routinely handles significant emergency temporary restraining orders and preliminary injunction matters, including notable restrictive covenant and trade secret matters in New Jersey, New York, and Florida state and federal courts. He has obtained emergent temporary restraining orders and preliminary injunctions on behalf of companies and he has also successfully defended companies against such actions.

Tyler is experienced at handling traditional labor law matters for national clients, including:

- Labor management relations training
- Collective bargaining negotiations
- Labor arbitrations, including grievance and contract administration cases
- Union organizing drives and National Labor Relations Board elections and hearings
- Unfair labor practice charges

Complementing his unfair competition and trade secrets and traditional labor practice, Tyler also has extensive experience in commercial employment litigation and contract matters, as well as in more standard employment litigation claims involving:

- Title VII of the Civil Rights Act
- The New Jersey Law Against Discrimination (LAD)
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The New Jersey Conscientious Employee Protection Act (CEPA)

Tyler also serves as a liaison for Littler's Workplace Policy Institute (WPI). Tyler focuses on legislative and regulatory developments impacting collegiate athletes. He has testified before Congress on the effects of the employment status and unionization efforts of college athletes. With Tyler's background as a former Division I athlete, retired professional hockey player, and labor and employment attorney, he is skilled at providing advice relating to the legal and practical issues that could result should collegiate athletes be classified as employees of their schools under the National Labor Relations Act (NLRA).

Prior to joining Littler, Tyler served as law clerk to the Hon. David F. Bauman in the Superior Court of New Jersey. While in law school, he served as president of the Student Bar Association and was a legal intern for the National Hockey League (NHL). He was also a legal extern for the National Labor Relations Board (NLRB) and a student attorney for the Civil Rights and Constitutional Litigation Clinic.

Before attending law school, Tyler played NCAA Division I ice hockey for the Providence College Friars and then went on to enjoy a three-year career in professional hockey, including stints in the American Hockey League (AHL), East Coast Hockey League (ECHL), and Central Hockey League (CHL).

Professional and Community Affiliations

- Member, American Bar Association
- Member, New Jersey State Bar Association
- Member, New York State Bar Association
- Member, New York City Bar Association
- Member, Sports Lawyers Association
- Member, Labor and Employment Law Section, The Florida Bar
- Member, Hillsborough County Bar Association

Recognition

- Named, Ones to Watch*, *The Best Lawyers in America*®, 2021-2025
- Recipient, *Monmouth County Bar Association Scholarship*, 2013

* For information about the standards for inclusion in Best Lawyers in America, please see <https://www.bestlawyers.com/about/MethodologyBasic.aspx>.

Education

J.D., Seton Hall University School of Law, 2015

B.A., Providence College, 2008

Bar Admissions

New Jersey

New York

Florida

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 3rd Circuit

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, Middle District of Florida

Publications & Press

Dartmouth basketball vote shows unionization ‘can happen anywhere,’ attorney says

HR Dive

April 8, 2024

House Republicans Warn Against College Athlete Unions

Inside Higher Ed

March 13, 2024

Unionizing Student Athletes Called ‘Existential Threat’ by GOP

Bloomberg Law

March 12, 2024

Congress Debates over NLRB’s Classification of Student Athletes as Employees

SHRM Online

March 12, 2024

Littler's Tyler Sims Testifies Before Congress on Effects of Student-Athletes' Employment Status, Unionization Efforts

Littler Press Release

March 12, 2024

Recent NLRB Activity is a Mixed Bag for Employers' Use of Restrictive Covenants

Littler Insight

February 14, 2024

The year in unfair competition and trade secrets: 2023 developments and what is on the horizon for 2024

Westlaw Today

January 23, 2024

Littler Elevates 26 Attorneys to Shareholder to Kick Off the New Year

Littler Press Release

January 2, 2024

The Year in Unfair Competition and Trade Secrets: 2023 Developments and What Is on the Horizon for 2024

Littler Insight

December 20, 2023

NLRB General Counsel Targets Non-Solicitation Agreements as well as Non-Competes

Littler ASAP

September 15, 2023

NLRB General Counsel Abruzzo Targets Employee Non-Competes under NLRA

Littler ASAP

June 1, 2023

New Jersey's New Year's Resolution: A New Law Limiting Restrictive Covenants?

Littler Insight

January 17, 2023

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Cross-examination: From the Ice to the Courtroom

New Jersey Law Journal

December 28, 2016

NLRB Expands Jurisdiction in Church-Operated Schools, Distinguishing Between "Religious" and "Secular" Instruction in Faculty Bargaining Unit Cases

Littler Insight

September 21, 2016

Speaking Engagements

Higher Education Labor Organizing Update

April 18, 2024

2023 Florida Regional Employer Conference

Miami, FL

October 12, 2023

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023