

Bruce R. Millman

Senior Counsel

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Practice Areas

Business Restructuring and M&A
HR Advice and Counsel
Wage and Hour
Discrimination and Harassment
Labor Management Relations
Whistleblowing, Compliance and Investigations
Investigations
International Employment Law
Emerging Companies and Venture Capital

Overview

Bruce R. Millman has more than 40 years of experience counseling private and public sector employers on business and personnel strategies. He works with employers on:

- Labor and employment aspects of mergers and acquisitions, sales, reorganizations, and reductions-in-force
- Wage and hour compliance and compensation issues
- Collective bargaining and other union matters
- Disciplinary decisions and wrongful termination
- Employment discrimination issues
- Sexual harassment and other forms of harassment
- Family leave and disability issues
- Personnel policies, executive employment contracts, and manager/employee training

Bruce has particular experience representing clients regarding matters falling under the following:

- Federal and New York Worker Adjustment Retraining Notification Act
- Older Workers Benefit Protection Act
- The Fair Labor Standards Act
- New York Labor Law, including wage payment laws and the Wage Theft Prevention Act
- Title VII and other anti-discrimination/harassment statutes
- The Family and Medical Leave Act and disability discrimination laws
- The National Labor Relations Act
- New York unemployment provisions, including independent contractor issues

In addition to counseling, Bruce regularly represents clients at the collective bargaining table, in arbitration, and in administrative agency and court litigation.

Bruce is a frequent lecturer on public and private sector labor and employment law matters for a wide range of professional and legal organizations, which have included the American Bar Association, the New York State Bar Association, the Practising Law Institute and others.

Bruce previously served as the office managing shareholder of Littler Mendelson's New York office. He is a member of Littler's Publications Review and Associates Committees, the Core Group of the Wage and Hour practice group and the Business Restructuring practice group, and the subcommittees on Release Issues and WARN Issues for the Business Restructuring practice group, as well as the Traditional Labor, Healthcare, International Labor and other practice groups.

Prior to joining Littler, he was the managing partner of a boutique management labor and employment firm and a partner at another firm.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Executive Committee, Labor and Employment Law Section, New York State Bar Association
- Former Chair, Labor and Employment Law Section, New York State Bar Association
- Former Chair, Committee on Continuing Legal Education, Labor and Employment Law Section, New York Bar Association
- Member, Nassau County Bar Association
- Member, New York Bar Foundation
- Former President, Industrial Relations Research Association, Long Island Chapter
- President Emeritus, Manhattan Soccer Club

Events & Speaking Engagements

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

Homecare Consolidation: Employment Law Considerations That Can Kill Deals When Buying or Selling a Homecare Business

April 5, 2022

When Every Day is "Blursday" - Wage and Hour Compliance for a Remote Workforce

New York, NY

October 7, 2021

Timely Talk About Wage and Hour Law: New York's Requirement and Recent Legal Developments

New York, NY

June 10, 2021

Your Workforce: Staying Compliant and Productive

Webinar

May 12, 2020

Content and Cocktails: Diversity, Inclusion and Elimination of Bias

New York, NY

November 7, 2019

Timely Talk About Wage and Hour Law: New York's Requirements and Recent Legal Developments

October 31, 2019

The 2018 Wage and Hour Update: Employers Must Brave the Thicket of Complex Laws

Littler Executive Employer, Phoenix, AZ

May 3, 2018

The New York Paid Family Leave Law: Is Your Company Ready?

New York, NY

November 29, 2017

The New York Paid Family Leave Law: Is Your Company Ready?

New York, NY

November 15, 2017

The New York Paid Family Leave Law: Is Your Company Ready?

New York, NY

November 8, 2017

Affiliated Company Liability: The Expanding Definition of "Employer" and the Increasing Disregard of Corporate Separateness

May 11, 2017

Pay Equity (including California’s Extension into Race and Ethnicity) and Preemptive Audits

New York, NY

April 19, 2017

What Does a Trump Administration Mean for Employers?

New York, NY

March 2, 2017

Financial Services and Corporate Compliance

New York, NY

November 30, 2016

Implementing the New Overtime Rule - August 18, 2016

New York, NY

August 18, 2016

Implementing the New Overtime Rule - July 28, 2016

New York, NY

July 28, 2016

Implementing the New Overtime Rule - July 21, 2016

New York, NY

July 21, 2016

Implementing the New Overtime Rule - July 14, 2016

New York, NY

July 14, 2016

Implementing the New Overtime Rule - July 7, 2016

New York, NY

July 7, 2016

Healthcare Roundtable

New York, NY

June 2, 2016

Ethical Issues for In-House Counsel: “What Do You Mean It’s Not Privileged?”

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

State-by-State Wage and Hour Headaches: What Every Multistate Employer Needs to Know

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

Corporate Compliance & Financial Services Update

New York, NY

November 19, 2015

2015 Tri-State Employer Conference

New York, NY

November 5, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

October 6, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

September 10, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

July 30, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

New York, NY

July 16, 2015

A Whistleblowing Whistle-Stop Tour: The Hottest Trends and Topics in Whistleblowing & Retaliation

New York, NY

March 31, 2015

Labor Nuts and Bolts

New York, NY

March 27, 2015

Annual NY Legal Update: The Top Employment and Labor Issues Affecting New York Employers

New York, NY

October 16, 2014

Expanding Your Footprint - Critical Issues in Corporate Restructuring

May 10, 2013

Critical Employment Law Issues Facing Healthcare Employers Today

2012 Healthcare Summit - Littler Mendelson

September 12, 2012

China's Labor and Employment Laws: What It Means for U.S. Employers

New York, NY

July 19, 2012

Converting Good Intentions into Compliance: Effective Pay Practices

Littler Mendelson, Scottsdale, AZ

May 11, 2012

Compliance with Wage and Hour Regulations: What You Don't Know Can Hurt You

Commercial Law League of America, New York, NY

November 11, 2011

Guns in the Workplace: New Laws, New Hazards & Preventing a Shooting Incident

Institute of Financial Management

July 12, 2011

The Health Care Overhaul: What You Need to Know (For Now)

Labor and Employment Law Section - New York State Bar Association

November 2010

Weathering the New Wave of Wage & Hour Claims and Class Actions

Melville, NY

May 21, 2010

New York Employment Law Update

Melville, NY

March 9, 2010

Hiring and Terminating Employees in the Current Economy

Sterling Educational Services

February 2010

Compensation Issues under FLSA/Wage and Hour Laws

Sterling Educational Services

February 2010

Balancing Employee Rights and Employer Prerogatives under the National Labor Relations Act

Cornell University School of Industrial and Labor Relations

2010

Sex Offenders, Terrorists and Video Resumes: How Far Can You Go to Get Information on Prospective and Current Employees

Melville, NY

September 16, 2009

Managing Leaves of Absence

Melville, NY

March 17, 2009

Reductions in Force: The Puzzle, The Process

New York, NY

March 6, 2009

Conducting Lawful Investigations of Employment Related Claims

Melville, NY

October 16, 2008

Bargaining Rights, Arbitration Rights and State Constitution in Conflict

Labor and Employment Relations Association, New York Chapter

May 20, 2008

Ethics in Negotiations and Mediation

Nassau County Bar Association

March 2008

Managing Personnel to Avoid Expense and Litigation - Developing an Employee Handbook and Workplace Training

Melville, NY

January 11, 2008

Advocacy in Employment Mediation

New York, NY

October 18, 2007

Discrimination and Retaliation

Melville, NY

September 20, 2007

Employee Benefits

Melville, NY

July 19, 2007

Religion at the Workplace

Melville, NY

May 17, 2007

Enforceable Release Agreements - Still Possible?

New York, NY

May 16, 2007

Military Leave

Melville, NY

March 22, 2007

FMLA / ADA Update

Melville, NY

January 25, 2007

Books & Book Chapters

The NLRB Issues its Long-Anticipated Final Rule Changing Representation Election Procedures, Chapter 5, *Understanding Employment Law*, Practising Law Institute (PLI), 2017

A (Very) Brief Overview of National Labor Relations Act Basics, Chapter 6, *Understanding Employment Law*, Practising Law Institute (PLI), 2017

Employment Law, Chapter 7, *Legal Manual for New York Physicians, 6th Ed.*, New York State Bar Association and the Medical Society of the State of New York, chapter co-author: Jeffrey Schlossberg, 2020

Americans with Disabilities Act, Chapter 11, *Legal Manual for New York Physicians, 6th Ed.*, New York State Bar Association and the Medical Society of the State of New York

Civil Rights, Chapter 32, *Legal Manual for New York Physicians, 6th Ed.*, New York State Bar Association and the Medical Society of the State of New York, 2020

Recognition

- Named, The Best Lawyers in America® , 2012-2025
- Named, Thought Leader, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2020
- Named, International Who's Who of Management Labour and Employment Lawyers *Who's Who Legal*, 2011-2013, 2015-2019
- Fellow, College of Labor and Employment Lawyers
- Named, Who's Who in American Law
- Named, Super Lawyer, New York Metro, *Super Lawyers*, Multiple Years
- Awarded, AV® Peer Review Rating *Martindale-Hubbell*

- Named, Client Service All-Star *BTI Consulting Group*, 2024
- Recommended, Labour & Employment *Who's Who Legal*, 2024

Education

J.D., Columbia University, 1973, *Harlan Fiske Stone Scholar*
A.B., Princeton University, 1970

Bar Admissions

New York

Courts

U.S. Supreme Court
U.S. Court of Appeals, 2nd Circuit
New York Supreme Court
U.S. District Court, Eastern District of New York
U.S. District Court, Southern District of New York

Publications & Press

Fifth Circuit Rules that COVID-19 Pandemic Did Not Trigger the “Natural Disaster” Exception to WARN Notice Requirements

Littler ASAP
June 22, 2022

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

Press Release
August 19, 2021

Radical Expansion of New Jersey WARN Act Nears

Littler ASAP
May 17, 2021

Inaugural Report of Littler’s Global Workplace Transformation Initiative

Littler Report
March 30, 2021

Workforce Reductions and Statistics: A Primer and Recommendations

Littler Report
December 15, 2020

Warning to New York Employers: The NY WARN Act Now Requires WARN Notices be Sent to Additional Governmental Recipients

Littler ASAP

November 11, 2020

WPI Labor Day Report 2020

Littler Report

September 8, 2020

Dear Littler: What Do We Do If We Cannot Bring Our Employees Back From Furlough?

Dear Littler

September 4, 2020

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

Press Release

August 20, 2020

Littler Launches Holistic Workforce Restructuring Solution

Press Release

May 28, 2020

DOL Issues COVID-19 WARN Act Guidance

Littler ASAP

April 30, 2020

WARN Act Risks Loom for Employers Re-Hiring or Un-Furloughing Employees to Receive Paycheck Protection Program Funding

Littler ASAP

April 19, 2020

New Jersey WARN Act Radically Expanded

Littler ASAP

January 21, 2020

New Class Action Suits Claim Stores Must Supply Gifts Cards With Braille

Littler ASAP

November 4, 2019

Littler's Terri M. Solomon Receives 2019 Alumni Award of Merit from Penn Law Alumni Society

Press Release

October 3, 2019

Employers May Face New Challenges and Liabilities for Violating New York’s Frequency of Pay Law

Littler ASAP

September 11, 2019

Littler's Janice Sued Agresti Accepted to the Hispanic National Bar Association 2019 Latina Leadership Academy

Press Release

August 23, 2019

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Labor and Employment Issues Facing the Healthcare Industry

Littler Report

July 11, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Press Release

June 5, 2018

Littler Attorneys Named in 2017 Who’s Who Legal Guide

Press Release

September 28, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

July Is the New January: Beware of Employment Regulations About to Take Effect

Littler Report

June 27, 2017

New York City Enacts Laws Limiting Employers' Flexibility To Staff Employees

Littler ASAP

June 2, 2017

New York Proposes Regulations on New Paid Family Leave Law

Littler ASAP

March 20, 2017

New York State Has Adopted Amendments to Existing Minimum Wage Orders

Littler ASAP

December 28, 2016

Why NY's New Pay Equity Law May Be a Game-Changer

External Publication

November 7, 2016

Proposed Amendment to New York State Wage Orders Set To Substantially Raise Salary Requirements For Exempt Employees

Littler ASAP

November 1, 2016

The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition

Press Release

August 16, 2016

Proposed Rule Would Radically Alter Use of Direct Deposit and Paycards in New York

Littler ASAP

June 22, 2016

The Murky Rules Surrounding Overtime Exemptions

In the News

June 6, 2016

Understanding New York's New Paid Family Leave Law

Littler ASAP

May 23, 2016

Navigating New York and California's Recent Wage & Hour Changes

Littler Podcast

April 21, 2016

Labor & Employment Issues Facing the Healthcare Industry

Littler Report

April 12, 2016

What Should Employers Do To Prepare for Coming White Collar Pay Change?

External Publication

August 26, 2015

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Press Release

August 18, 2015

Key Changes to New York's Wage Theft Prevention Act Become Law

Littler ASAP

December 31, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Press Release

August 18, 2014

New York Minimum Wage Set to Increase on December 31, 2013

Littler ASAP

December 19, 2013

New York Employers Are Now Safe to Make Wage Deductions: NYDOL Issues Final Wage Deduction Regulations

Littler ASAP

October 16, 2013

Littler Names Bruce Millman New York Office Managing Shareholder

Press Release

September 30, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal

Press Release

June 24, 2013

Proposed Regulations Clarify New York Employers' Wage Deduction Rights

Littler ASAP

June 3, 2013

WARN Notice – One More Burden for Employers Recovering from Sandy?

Littler ASAP

November 27, 2012

Considerations for New York Employers in the Wake of Hurricane Sandy

Littler ASAP

November 9, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Press Release

September 7, 2012

NY Poised To Give Employers Leeway On Wage Deductions

In the News

August 10, 2012

Wage Deductions Almost Legal in NY? Legislation Allowing Employers to Make Wage Deductions Awaits Governor's Signature

Littler ASAP

July 19, 2012

Littler Named World's Leading Law Firm for Management Labor and Employment Work

Press Release

June 12, 2012

ADA May Require Employers to Assist Employees in Commuting to Work

In the News

March 9, 2012

Federal Appeals Court Holds that Employers May Be Obligated Under the ADA to Accommodate Commuting to Work

Littler ASAP

October 24, 2011

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Press Release

September 12, 2011

Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List

Press Release

July 11, 2011

Western District of New York: Employers Must Reimburse Guest Workers for Costs of Travel, Visa, Recruitment

Littler ASAP

February 23, 2011

Spotlight: Wage Survey or Collusion

HR Compliance Law Bulletin

November 10, 2010

Revised New York State Notice of Pay Rate Requirements Forces Employers to Consider Whether and Why New Hires May Be Overtime-Exempt

Littler ASAP

February 10, 2010

Responding to the Expanding City and State Human Rights Laws

External Publication

January 29, 2010

And You Thought the Bailout Was Bad: Employment Law Risks in the Current Financial Crisis

Littler ASAP

October 13, 2008

NLRA Issues for the Non-Union Workplace

The Labor Lawyer: A Journal of Ideas and Developments in Labor & Employment Law

Summer 2008

Better Put That in Writing: New York Updates Its Law on Commission Agreements

Suffolk Lawyer

April 2008

Another New Form of Protected Activity- Mandatory Leave Time to Donate Blood

Littler ASAP

December 11, 2007