



Joseph A. Gusmano

Associate

290 Broadhollow Road
Suite 305
Melville, NY 11747
main: +1 (631) 247-4700
direct: (631) 247-4741
fax: +1 (631) 293-4526
jgusmano@littler.com



Practice Areas

Litigation and Trials
Wage and Hour
Class Action
Handbooks and Policies
Hospitality
Retail
Home Health and Home Care

Overview

Joseph A. Gusmano has dedicated his blossoming legal practice to representing and counseling employers of all sizes in a wide array of labor and employment law matters. His litigation practice focuses on defending employers in both class action and single-plaintiff wage and hour, discrimination, harassment, and retaliation actions.

Joseph commonly represents employers before federal, state, and local administrative agencies including the Equal Employment Opportunity Commission, New York Department of Labor, New York State Division of Human Rights, New York City Commission On Human Rights, and Suffolk County Human Rights Commission.

In addition to his litigation practice, Joseph regularly advises clients in various industries on compliance with federal, state and local employment laws. He prepares and reviews employment policies, handbooks, and employment agreements and aims to provide clients a one-stop-shop for all employee management needs.

During law school, Joseph served as a judicial intern to the Hon. Joanna Seybert, U.S. District Court Judge for the Eastern District of New York, and as a legal extern with the U.S. Attorney's Office, Eastern District of New York. Joseph also served as an editor for the *Harvard Journal of Law and Public Policy Symposium Issue*.

Education

J.D., St. John's University School of Law, 2021

B.S., Fordham University, 2018

A.S., Suffolk County Community College, 2016

Bar Admissions

New York

Courts

U.S. Court of Appeals, 2nd Circuit

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

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

Publications & Press

New York Court Issues Temporary Restraining Order in Connection with the Single Statewide Fiscal Intermediary Program

Littler ASAP

January 29, 2025

NY State Budget Will Eliminate Many Fiscal Intermediaries in the State's Consumer Directed Personal Assistance Program

Littler ASAP

April 24, 2024

New York Department of Health Sets New Due Dates for Submission of Home Care Worker Wage Parity Compliance Certifications and Statements

Littler ASAP

September 22, 2023

New York Begins Repeal of Healthcare Worker COVID-19 Vaccine Mandate

Littler ASAP

May 31, 2023

New York State Budget Brings Sweeping Changes to the Home Health Care Industry

Littler ASAP

May 8, 2023

New York Updates Return-To-Work Protocols for Healthcare Personnel

External Publication

December 13, 2022

New York Department of Health Updates Return-To-Work Protocols for Healthcare Personnel and Adopts CDC Recommendations

Littler ASAP

December 5, 2022

New York Department of Health Revises Health Screening Requirements for Home Care Workers

Littler ASAP

August 25, 2022

New York City Council Seeks to Disrupt the Home Care Industry by Limiting Hours Aides Can Work

Littler ASAP

April 15, 2022