



## DAVID A. ROBINS

*Ruskin Moscou Faltischek P.C.*

David A. Robins is a partner at Ruskin Moscou Faltischek, P.C. and a member of the firm's Employment Practice Group and Litigation Department.

Robins' practice focuses on wage and hour and employment law counseling and litigation. His clients include a wide variety of employers, including insurance and mortgage companies, hospitality industry, restaurants, food production, hedge funds, tech startups, high net worth family businesses, health care, doctors, medical practices, medical equipment and home health care services, supermarkets, freight and logistics, advertising, billboards, displays and signs, beverages, digital solutions, tree, roofing, construction and landscape, garment industry, gyms and fitness centers, furniture moving, building services and real property management, merchant funding, trucking, containers and storage, engineering, media tracking, parking garages, security guards, car washes, manufacturers in varied industries such as air, space, and military electronics, parts and supplies.

Robins represents clients in all forums, including federal, state and local courts, mediations, arbitrations, and administrative agencies such as USDOL, NYSDOL, EEOC, SDHR, CCHR, DCA and Comptroller's Office.

He has extensive litigation experience in wage and hour, hybrid collective/class actions, multi-company and multi-location class actions, restrictive covenants, sexual harassment, employment discrimination, retaliation and matters involving FLSA, NYLL, Title VII, ADEA, ADA, FMLA, WARN, FCRA, ERISA, NYSHRL, NYCHRL, ESSTA and commercial litigation for clients. He has led company self-audits, DOL audits, union fund audits, prevailing wage matter audits and litigation, NYLL wage order and FLSA regulations and exemption interpretations.



## WHO'S WHO

### 2021

*in  
Intellectual Property  
&  
Labor Law*



**RUSKIN MOSCOU FALTISCHEK P.C.**

*Smart Counsel. Straight Talk.*

Robins is a trusted advisor to clients on compliance with employment laws, employment handbook drafting, employment applications, disciplinary and separation issues, harassment prevention training and other HR matters. He drafts and negotiates executive compensation, C-level employment contracts, severance agreements, commission agreements and restrictive covenant agreements.

For employers, 2021 will continue to be a year of change in the employment law context, Robins said.

"For example, New York State now requires most employers to provide paid sick leave to its employees," he said. "Paid Family Leave benefits have increased. The minimum wage rates increased again for Long Island. NYC has abolished employment at will for fast food workers, requiring just cause for firing — will other industries and locations, such as Long Island, follow suit?"

"With the predicted uptick in the economy later this year, employers must follow lawful hiring policies," Robins noted. "New York recently strengthened laws against gender pay disparity, salary history and background checks."

"We are ready to help you navigate these changing times," Robins said. "Wishing everyone a 2021 of change for the better."

Robins is admitted to practice before the courts of the State of New York, as well as the Federal Courts of the Southern and Eastern District of New York. He is a member of the New York State Bar Association.

Robins co-authored a sexual harassment article for the New York Law Journal, Court's Harassment Rulings Provide Ammunition for Both Sides. He was also a contributing editor, treatise, Estimating and Proving Damages in Employment Cases.

He earned a juris doctor from New York University School of Law and a bachelor's degree from University of Pennsylvania.

For over 50 years, Ruskin Moscou Faltischek P.C., headquartered in Uniondale, has built a reputation as one of the region's leading providers of innovative