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Felice B. Ekelman is a principal in the New York City, New York, office of Jackson Lewis P.C. and a former member of the firm's Board of Directors. Felice approaches the attorney-client relationship as a business partnership, and clients rely on her to develop both legal and business strategies and when necessary to litigate "bet the company" cases.

Felice is the co-author of *Thrive with a Hybrid Workplace: Step by Step Guidance from the Experts*, published by Rowman and Littlefield, which explores the challenges created by the hybrid work movement and presents solutions for business leaders.

She places paramount importance on understanding her clients' businesses, their goals and tolerance for risk. Felice has decades-long relationships with clients because of her ability to communicate with senior management, develop consensus in problem solving, and work with clients to execute their goals. Known for her ability to develop thoughtful and creative solutions to complex workplace issues, clients trust her judgment.

When litigation is necessary, Felice stands at the ready. She has experience defending a broad range of employment law claims, including the defense of discrimination and harassment actions. Felice has first-chair trial experience including a significant number of wage and hour class and collective actions as well as hundreds of matters in arbitration.

Felice has in-depth knowledge, having served clients in several industries including hospitality, real estate, healthcare and retail. She is co-leader of the firm's Restaurants industry group. Felice has defended a substantial number of major restaurant groups in wage and hour claims, and investigates claims of wrongdoing asserted by employees and customers. Her experience in the hospitality industry is well established, and she is regularly asked to speak about workplace law issues at industry events. Felice also represents real estate firms and retailers, and is well versed in the workplace issues unique to those industries.

## Practices

- National Compliance and Multi-State Solutions
- Class Actions and Complex Litigation
- COVID-19
- Leisure
- Higher Education
- Hospitality
- Hotels
- Labor Relations
- Employment Litigation
- Real Estate
- Restaurants
- Retail
- Trials and Appeals
- Wage and Hour
- Staffing and Independent Workforce
- Corporate Diversity Counseling
- Environmental, Social and Governance (ESG)
- Education: K-12
- Construction

## Education

- Albany Law School, J.D. 1985
- Johns Hopkins University, B.A. 1982

## Admitted to Practice

- 2nd Circuit Court of Appeals
- U.S. Court of Appeals, DC Circuit 2016
- Colorado - D. Colo.
- District of Columbia - D.D.C.
- Illinois - C.D. Ill.
- Michigan - E.D. Mich.
- New York - E.D. N.Y.

## Representative Experience

- Conducted internal investigations for Fortune 50 finance company to address alleged gender discrimination/retaliation matters by senior executives
- Investigated racial discrimination claims asserted by high-profile guest regarding treatment by restaurant group
- Represented Fortune 50 healthcare employer in complex class action litigation involving independent contractors
- Represented Fortune 50 retailer in complex class action litigation
- Represented major restaurant groups in workplace issues including the defense of discrimination and harassment claims
- Represented public sector employers in various complex class action and collective action litigations involving thousands of employee claims under the Fair Labor Standards Act

- New York - N.D. N.Y. 2010
- New York - S.D. N.Y.
- New York 1986

## Honors and Recognitions

- *The Best Lawyers in America*®, “Labor Law – Management” (2024-present)
- *Client Choice*™, “Recognized for Excellence in Client Service” (2013)
- Senior Fellow, Litigation Counsel of America
- *Martindale-Hubbell*®, “AV Preeminent® – Peer Rated for Highest Level of Professional Excellence” (2012-present)
- *New York Super Lawyers*®, “Super Lawyers” (2009-present)

## Published Works

- *Thrive with a Hybrid Workplace: Step by Step Guidance from the Experts* (Rowman and Littlefield, 2023) [Co-Author]
- “5 Recent Trends in Employment Law Affecting Your Business,” *National Pawnbrokers Association* (August 2019) [Author]