



(He/Him)

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## Practices

- National Compliance and Multi-State Solutions
- Alternative Dispute Resolution
- Class Actions and Complex Litigation
- COVID-19
- Financial Services
- Healthcare
- Hospitality
- Hotels
- Labor Relations
- Employment Litigation
- Restaurants
- Retail
- Technology
- Wage and Hour
- Life Sciences
- Private Equity
- Construction
- Real Estate

## Education

- Brooklyn Law School, J.D. 2010
- Colgate University, B.A. 2006

## Admitted to Practice

- 2nd Circuit Court of Appeals 2016
- U.S. Court of Appeals, DC Circuit 2018
- New Jersey - D. N.J. 2010
- New York - E.D. N.Y. 2011
- New York - S.D. N.Y. 2011
- New York - W.D. N.Y. 2017
- New Jersey 2010
- New York 2011

Douglas J. Klein is office managing principal in the New York City, New York, office of Jackson Lewis P.C. As a strategic advisor and well-rounded workplace partner to management, Doug defends complex employment litigations, counsels on traditional labor matters, and provides day-to-day preventive support.

Doug has built close, long-term partnerships with employers of all sizes and at all stages of development. As relationship manager for a number of large national employers, Doug coordinates responsive, cost-effective legal services across practices throughout the U.S. and abroad through the Jackson Lewis L&E Global partnership. Doug also works with start-ups and early-stage companies to navigate multi-faceted workforce challenges amid rapid growth, and regularly provides labor and employment advice to private equity investors engaged in due diligence and M&A transactions. He takes particular satisfaction in sustaining and building relationships through multiple phases of a client's lifecycle.

Doug strives to learn as much as possible about clients' businesses to understand their goals and risk tolerances, and truly speak their language. This proactive perspective allows him to spot emerging issues and deliver firm resources in a timely fashion.

In his litigation practice, Doug defends wage and hour collective and class actions as well as discrimination, harassment, and retaliation cases. Doug also counsels clients during government audits and investigations. His labor relations work includes representation and decertification proceedings, unfair labor practice charges, and collective bargaining negotiations. Doug also provides advice and counsel on all aspects of employment practices, including wage and hour compliance, facility closings, force reductions, restrictive covenants, and human resources policies.

## Honors and Recognitions

- *Law360*, "Employment Rising Star" (2024)
- *PoliticsNY*, "Power Players Rising" (2023)
- *New York Super Lawyers@*, "Super Lawyers" (2015-present)

*No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. For all award methodology, see [Awards and Honors Methodology](#).*

## Published Works

- "What Employers Should Consider When Drafting AI Policies," *Law360* (December 2024) [Author]
- "AI: Drafting Company Artificial Intelligence Policies," *Policies Labor & Employment LexisNexis, Practical Guidance* (2024) [Author]
- "5 Recent Trends in Employment Law Affecting Your Business," *National Pawnbrokers Association* (August 2019) [Author]

- "A Survey of the Same-sex Marriage Landscape for New Jersey Employers Following *United States v. Windsor* and *Garden State Equality v. Dow*," *New Jersey Labor & Employment Law Quarterly*, Vol. 35, Is. 2 (February 2014) [Co-Author]
- "Supreme Court to 'Undress' Standard of Deference to DOL Enforcement Positions," *New Jersey Labor and Employment Law Quarterly*, Vol. 34, Is. 4 (July 2013) [Co-Author]
- "OSHA to Revisit Construction Industry Crane Operator Certification Requirements," *Mid Atlantic Real Estate Journal*(May 2013 – June 2013) [Co-Author]
- "Expect No Change in OFCCP's Aggressive Agenda Despite Election Year," *New Jersey Labor and Employment Law Quarterly*, Vol. 34, Is. 2 (December 2012) [Co-Author]
- "The Employment Lawyer's Prescription: The NLRB and Monitoring Employee Use of Social Media," *MD News*, (January 2012) [Co-Author]
- "Give A Little Whistle: Conscience's Guide Enough to Generate Valid CEPA Claim?," *New Jersey Labor and Employment Law Quarterly*, Vol. 32, Is. 5 (August 2011) [Author]
- "The New Arbitral Paradigm in the Law of Work," *Michigan State Law Review*, (Summer 2011) [Co-Author]