

David Baron

Partner
New York

Biography

David Baron is a respected litigator and counselor who represents and advises clients across a broad range of labor and employment matters. Known for his thoughtfulness and efficiency, he provides practical guidance by balancing legal risks with business goals, and finding creative solutions to complex problems.

David's experience is extensive and well-rounded. He represents clients in threatened and filed lawsuits involving employment discrimination, whistleblower retaliation, wage and hour disputes, and restrictive covenants. He litigates, successfully or to advantageous resolution, in state and federal courts, arbitration hearings and administrative agencies around the country.

He guides clients through complicated, sensitive, and delicate employee-related matters, including executive separations, layoffs, and internal complaints. David conducts and oversees workplace investigations, drafts and negotiates executive and other employment agreements, advises on employment matters in connection with mergers and acquisitions, and drafts and implements workplace policies. He also represents management in traditional labor disputes and collective bargaining.

David began his legal career at Hogan Lovells in 2011 and has become a trusted advisor both internally and externally. His experience spans numerous industries – life sciences, financial services, health care, education,



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Practices

Employment

Areas of focus

Employment

Education and admissions

Education

J.D., New York University School of Law, 2011

B.A., University of Pennsylvania, magna cum laude, 2006

Bar admissions and qualifications

technology, consumer goods, and others – and his clients range from small businesses to large, public employers.

David also devotes substantial time to pro bono matters, including impact litigation.

Representative experience

Won Sarbanes-Oxley whistleblower retaliation case at trial on behalf of major medical device manufacturer.

Successfully represented media company in a six-day termination-for-cause contract dispute before the American Arbitration Association.

Successfully represented broker-dealer in multiple related FINRA arbitrations involving alleged nonpayment of discretionary bonuses.

Won multiple summary judgment motions for cosmetics retailer in federal employment discrimination claims.

Won summary judgment for technology company on two separate age discrimination claims in the Southern District of New York and successfully defended the decision on appeal to the Second Circuit.

Won summary judgment for international financial institution on age discrimination claims in the Southern District of New York.

Advised professional baseball team in connection with multiple union organizing drives.

Negotiated favorable settlement for medical device company following extensive non-compete litigation in the District of Arizona.

Negotiated favorable settlement for technology client in high-stakes contract, quasi-contract, and fraud claims by former employee in New York Supreme Court, Commercial Division.

Successfully represented multiple educational institutions in contesting National Labor Relations Board jurisdiction.

New York

New Jersey

Court admissions

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

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

U.S. District Court, District of New Jersey

U.S. Court of Appeals, Second Circuit

Awards and rankings

- Labor & Employment (New York), Associate to Watch, *Chambers USA*, 2021-2022

Latest thinking and events

- News
 - Public life sciences companies uniquely positioned as SOX retaliation defendants
- News
 - NY Governor considers pay transparency bill
- Media Mention
 - Beware: A.I. may inadvertently discriminate against job applicants *Inc. Magazine*
- News
 - NJ Law Against Discrimination does not bar non-disparagement clauses
- News
 - EEOC and DOJ warn that use of AI tools in employment decisions can violate ADA
- Webinar
 - Big changes in the Big Apple: Employment and Privacy law updates from New York