

Michael E. DeLarco

Office Managing Partner
New York

Biography

Michael DeLarco is the head of our Labor and Employment practice in the Americas. He is a respected litigator and counselor known for handling complex cases and situations, providing practical advice, and finding creative solutions for clients.

He brings to his practice extensive counseling and pre-trial and trial experience, especially in disputes involving labor and employment, restrictive covenant and trade secrets, and contracts, as well as whistleblower and wage and hour claims.

Michael is also a trusted advisor on labor and employment issues in mergers and acquisitions and often represents management in collective bargaining and labor disputes. In the area of labor and employment law, he has consistently been ranked as a "Super Lawyer" and named a "New York Rising Star" since 2013.

Michael began his legal career as an assistant corporation counsel with the New York City Law Department, where he gained invaluable experience conducting investigations, litigating, and trying cases in federal and state courts. He represented some of the city's largest agencies in high-profile matters.

For more than two decades, Michael has been representing management, large and small employers, and government agencies on all areas of labor and employment law, including cross-border issues. He represents clients in state and federal courts around the



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Practices

Employment

Crisis Leadership Team

Industries

Education

Technology and Telecoms

Life Sciences and Health Care

Financial Institutions

Private Capital

Sports, Media and Entertainment

Areas of focus

False Claims Act and Qui Tam

Sports

country and before administrative agencies. He frequently conducts internal investigations, develops workplace policies, evaluates and advises on employment-related requirements, implements workforce restructurings, and develops and provides employment-related training. His practice revolves around a variety of industries, including education, media, technology, life sciences, health care, and banking.

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 one of world's largest technology companies in multiple employment discrimination lawsuits.

Lead investigator into allegations of harassment and discrimination by public company CEO.

Lead investigator into allegations of workplace misconduct by public company CEO and CFO.

Represented company on contentious putative wage and hour class action defending against a novel theory regarding overtime related to a company's definition of a workday for 11,000-plus class members.

Successfully defeated class certification on meal and rest break claims in wage and hour class action filed against live entertainment venue client.

Won summary judgment for international financial institution on gender discrimination claim.

Latest thinking and events

- Hogan Lovells Events
 - Pay equity in the spotlight: How employers should respond to pay transparency laws and trends
- News

Media and Entertainment

Education and admissions

Education

J.D., New York Law School, 2000

B.A., University of Scranton, 1997

Bar admissions and qualifications

New York

Court admissions

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

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

- New pay transparency laws impact multi-state employers nationwide
- Press releases
 - Hogan Lovells advises Villaris Therapeutics in US\$70 million acquisition for vitiligo antibody
- News
 - Global employment law guide
- News
 - NY Governor considers pay transparency bill
- News
 - NYC passes amendment to pay transparency law; effective date pushed to November 1, 2022