

Long Island Business NEWS

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WHO'S WHO in Intellectual Property & Labor Law

A. JONATHAN TRAFIMOW

Moritt Hock Hamroff & Horowitz LLP

A. Jonathan Trafimow is a partner at Moritt Hock Hamroff & Horowitz LLP with offices in Garden City and NYC. Trafimow heads the firm's employment law practice group. He represents employers in all areas of workplace discrimination, retaliation, harassment and civil rights claims and class actions. He also provides advice and counsel to employers on discrimination and retaliation policies and prevention, harassment training and prevention, wage and hour matters, handbooks, severance packages, employment agreements and other employment-related documents.

Issues relating to wage/hour and discrimination will likely be on the rise, Trafimow said.



"In his January 27, 2010 State of the Union Address, President Obama explained that 'my administration has a Civil Rights Division that

is once again prosecuting civil rights violations and employment discrimination...we're going to crack down on violations of equal pay laws so that women get equal pay for an equal day's work,'" Trafimow said.

Employers have been warned — vigorous enforcement of employment-related discrimination and wage/hour claims is coming, Trafimow said.

"In addition to government action, attorneys for employees are increasingly sophisticated, combining claims against companies under several laws at once," he said. "As the risk of litigation grows the question becomes: what can employers do to prepare?"

Employers can do several things to prepare themselves," Trafimow said.

"Self-audit your employment policies and practices," he said. "Identify 'problem' employees and proactively address problems that may arise. Review your payroll practices. Be ready for increased government enforcement of employment laws. Understand your rights — and obligations."

Trafimow is also an experienced trial attorney and one of a limited number of attorneys with trial experience in the class action context. In 2008, Trafimow co-trieed *Pisani v. Staten Island University Hospital*, 06-CV-1016 (JFB), a defamation case, in the US District Court for the Eastern District of New York. He previously co-trieed a civil rights class action lawsuit in the US District Court for the Southern District of New York, *Dodge v. County Orange*, 02 Civ. 769 (CM). He has also been counsel of record in numerous reported and unreported decisions.

Trafimow is also an experienced pro bono mediator for the US District Court for the Eastern District of New York and was a Fellow of the Coro Foundation Leadership New York Program for the 1999-2000 term. He frequently writes and lectures on employment law topics throughout the US.

Prior to joining the firm, Trafimow was a partner at Epstein Becker & Green, PC in NYC. He has also served as an assistant corporation counsel for NYC in employment and civil rights litigation and prior to that, worked as a motions law clerk for the US Court of Appeals for the Second Circuit.

Trafimow earned a juris doctor from New York University School of Law and a bachelor's degree from the University of Chicago. He is admitted to practice before the US Court of Appeals for the Second and Eleventh Circuits, the US District Courts for the Southern, Eastern and Northern Districts of New York, the Northern District of Illinois and the states of New York and Illinois.

Trafimow is a member of the American Bar Association, the NYS Bar Association and the American Health Lawyers Association.

Moritt Hock Hamroff & Horowitz LLP, established in 1980, is a full-service commercial law firm with extensive experience in virtually all disciplines of law affecting businesses and the people who own them including litigation, bankruptcy, commercial foreclosure, corporate and securities, tax, employment law, intellectual property, marketing and advertising law, real estate, not-for-profits, construction law, healthcare law, and trusts and estates.

The firm is also nationally recognized for its cutting edge sophistication in the fields of equipment leasing, financial services and lending, creditors' rights, business succession and estate planning for high net worth individuals as well as sweepstakes and other forms of promotional and direct marketing in both traditional media and the Internet.