



# Lee Jacobs

He | Him | His

*Partner*

New York

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## Education

- Brooklyn Law School, *Journal of Law and Policy*, Editor-in-Chief, JD
- George Washington University, MS
- George Washington University, BA

## Practices & Industries

- Labor & Employment
- Cannabis
- Hotels, Hospitality & Food Service
- Transportation

## Admitted to Practice

- New York
- New Jersey

## Court Admissions

- US District Court for the District of New Jersey
- US District Court for the Eastern District of New York
- US District Court for the Northern District of New York
- US District Court for the Southern District of New York
- US District Court for the Western District of New York

## Biography

Lee has over 16 years of legal experience and focuses his practice on representing a diverse range of individual and corporate clients in complex matters in both state and federal courts. With a niche in the restaurant, hospitality, and cannabis industries, Lee provides invaluable counsel to clients within these sectors.

A significant part of Lee's practice is devoted to assisting clients in day-to-day employment practices counseling, ensuring they stay compliant with ever-changing labor laws and regulations. Lee also conducts in-person training sessions on a variety of critical topics, such as sexual harassment prevention; diversity, equity, and inclusion (DEI); and effective management techniques. Additionally, Lee regularly hosts webinars and writes alerts, helping his clients stay informed and proactive in their legal matters.

Lee has extensive experience handling all aspects of commercial civil litigation in both state and federal court, white-collar criminal defense cases, governmental investigations, corporate compliance matters, and internal investigations and audits. His multifaceted legal background allows him to offer comprehensive support to clients across various industries, effectively protecting their interests and rights.

Throughout his career, Lee has successfully litigated in both courtrooms and arbitration settings, displaying his prowess as a skilled advocate. He has also represented clients in cases before significant agencies, such as the New York State Department of Health (NYSDH), the New York City Commission on Human Rights (NYCCHR), and the Equal Employment Opportunity Commission (EEOC).

As an adjunct professor of law at Brooklyn Law School, Lee teaches an advanced course focused on trial advocacy, evidence, and procedure. Lee also serves as a faculty advisor to the school's Moot Court Honor Society's Trial Advocacy Division,

where he passionately coaches students and teams, guiding them to local, regional, and national championships.

Lee is a trusted advisor and ally to his clients, ensuring their success and compliance with the law. His dedication to the hospitality industry is evident in his client-focused approach, providing tailored solutions that meet the unique challenges faced by businesses in this sector.

## Bar Associations

- New York State Bar Association

## Selected Memberships & Affiliations

- Society of Human Resource Managers
- New York City Hospitality Alliance
- New York State Hotel and Tourism Association

## Representative Experience

- Successfully represented a multi-unit small business with over 1000 employees in a Fair Labor Standards Act (FLSA) class action, achieving a favorable outcome.
- Skillfully defended businesses in discrimination and harassment cases before the EEOC, NYS DHR, and the NYCCHR, resolving claims related to discrimination based on age, sex, sexual identity, race, national origin, and disability.
- Provided comprehensive day-to-day employment counseling for multi-unit restaurants, offering skilled guidance on various legal issues and best practices.
- Led a thorough multi-party investigation in response to a workplace sexual harassment and assault claim, ensuring a fair and respectful resolution.
- Conducts comprehensive training sessions for employees, managers, owners, and stakeholders to ensure compliance with New York State Labor Law and its Wage Orders, with a focus on the Hospitality Industry Wage Order.
- Designs and implements tailored employment practices and procedures, such as personalized employee handbooks, onboarding documentation, disciplinary programs, and offboarding practices, to foster a legally compliant and efficient workplace environment.
- Provides in-depth training to owners, managers, and relevant personnel on best practices for conducting thorough and lawful internal investigations in the workplace.

## Prior Experience

- Helbraun Levey, Managing Partner
- Abrams, Fensterman, Fensterman, Eisman, Formato, Ferrara & Wolf, LLP, Partner

## Selected Community Activities

- Brooklyn Law School, Adjunct Professor

## Selected Honors

- Selected to *Super Lawyers* New York Metro: Employment Litigation: Defense, 2022–2024
- Selected to *Super Lawyers* New York Metro Rising Stars: Employment Litigation: Defense, 2012–2021

## Selected Media

- *Compliance & Ethics Professional Magazine*, "CORE Strategies for Wage Compliance: Thriving Amid Challenges in 2025"
- Law360, "Wage Whiplash: Surviving a Compliance Roller Coaster"
- HR Daily Advisor, "Mayfield Ruling Highlights Overtime Exemption Pitfalls: What HR Needs to Know"
- HR Dive, "What the Mayfield Ruling Means for Overtime Exemptions"
- *QSR Magazine*, "How Ignoring New York's 'Freelance Isn't Free Act' Could Cost Your Restaurant Big"
- Modern Restaurant Management, "From Kitchen to Contract: Ensuring Your Restaurant Complies With New York's New Freelance Law"
- *Hotel Business Review*, "Hospitality's New Guest: Embracing New York's 'Freelance Isn't Free' Act"
- Law360, "Barclay Damon Adds Ex-Helbraun Levey Managing Atty in NY"

## Selected Alerts & Blog Posts

- New York State Fiscal Year 2025 Budget: Implications for Employers Unpacked
- New York State Minimum Wage Increases Are Here: Are You Compliant?
- Legislative Update: New Developments Impacting New York State Employers

- New York State's Increasing Minimum Wage: What All Employers Need to Know
- Understanding NYC's AI Bias Law: Impact on Employment Decisions

## Selected Podcasts

- *Barclay Damon Live: Labor & Employment Podcast*—Jingle All the Way to January: Holiday Season Must-Dos for Employers, Part 2
- *Barclay Damon Live: Labor & Employment Podcast*—"Jingle All the Way to January: Holiday Season Must-dos for Employers, Part 1" With Lee Jacobs and Rosemary Enright
- *Barclay Damon Live: Labor & Employment Podcast*—"Forkful of Compliance: Digesting New York's Meal Credit," with Lee Jacobs
- *Barclay Damon Live: Labor & Employment Podcast*—"Uniform Matters: Understanding the Uniform Credit in New York," With Lee Jacobs
- *Barclay Damon Live: Labor & Employment Podcast*—"Tips From the Tip Jar: Tipping in the State of New York," With Lee Jacobs