



Joseph "Joe" Flanagan

Counsel

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Joseph "Joe" Flanagan advises and defends employers confronting the full range of workplace challenges, from day-to-day compliance questions to complex litigation in federal and state courts. He works closely with business owners, in-house legal teams, and human resources professionals to help them navigate employment issues that support operational goals while reducing legal risk.

Joe's practice focuses on employment litigation and counsel. He represents employers in single-plaintiff and class action matters involving allegations of discrimination, harassment, retaliation, wage-and-hour violations, and disputes over employee policies and employment agreements. Joe has experience defending claims brought under federal, state, and local employment laws and guiding matters through all phases of litigation, including dispositive motion practice and administrative proceedings.

In addition to his litigation work, Joe counsels employers on compliance with workplace laws and regulations. He advises businesses on issues such as leaves of absence, wage payment and deduction requirements, workplace discrimination and accommodation obligations, background checks, and the development and implementation of employment policies and handbooks. Joe also assists clients during internal audits and government-initiated investigations, as well as in responding to administrative charges and complaints.

A significant component of Joe's practice involves conducting and overseeing workplace investigations. He advises employers on best practices for investigating allegations of harassment and other workplace misconduct and helps organizations respond promptly and effectively to reported concerns while minimizing disruption to the business.

Joe represents clients across a variety of industries, including hospitality, financial services, retail, and pharmaceuticals. He has worked with restaurants and food establishments facing wage-and-hour claims and labor audits, as well as financial services companies and national insurers involved in employment disputes before courts and administrative agencies. His experience with industry-specific workplace issues allows him to provide practical guidance tailored to each client's operational environment.

Known for his pragmatic approach, Joe focuses on helping employers identify risks early

Services

- Labor and Employment

and develop strategies that align legal considerations with business realities. Whether advising on compliance questions or defending high-stake disputes, he works to deliver clear, actionable guidance and efficient resolutions for his clients.

Representative Matters

- Represented a New York City restaurant in a wage-and-hour class action lawsuit alleging violations of New York's pay frequency law.
- Provided guidance to international automotive manufacturer on compliance with New York State's paid sick leave law.
- Represented national insurance company before a New York intermediary appeals court, which resulted in dismissing former employee's appeal of a post-hearing New York State Division of Human Rights decision.
- Represented New York City food establishment in an audit by the New York State Department of Labor.
- Successfully obtained dismissal of three discrimination matters brought by former federal court employees against one United States District Court.

Education

- Georgetown University Law Center (J.D.)
- Hofstra University (B.A.)

State Bar Admissions

- New York

Court Admissions

- United States District Court for the Southern District of New York
- United States District Court for the Eastern District of New York

Recognitions

- Super Lawyers® Rising Stars for Labor and Employment (2026)
- Best Lawyers: Ones to Watch in America™ for Litigation – Labor and Employment, 2025
- U.S. District Court for the District of Delaware Judge Caleb R. Layton, III Service Award for successful pro bono representation.2023

Publications & News

May 18, 2026

Offit Kurman Welcomes Four New Attorneys

May 15, 2026

Offit Kurman Attorneys Recognized in 2026 New York Metro Super Lawyers® and Rising Stars Lists