



Richard P. Romeo

Senior Counsel

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Richard Romeo practiced in the area of employment law, both transactional (drafting) and litigation.

Transactions: On the transactional side, Richard was involved in drafting non-disclosure agreements, employment agreements, independent contractor agreements, post-employment restrictive covenants and employment policies and handbooks. He had also specifically represented restaurants and hospitality businesses in all of the above employment matters.

Litigation: Richard's litigation experience included assisting and defending businesses in the Department of Labor audits and investigations, defending employment discrimination claims, protection of confidential information, enforcement of post-employment restrictive covenants, and non-solicitation agreements and defending prevailing wage claims.

Richard also had experience in general commercial litigation including suits on breaches of contract, mortgage foreclosure actions on commercial property, and other actions or proceedings of a commercial nature.

Education

- Brooklyn Law School (J.D.)
- Muhlenberg College (B.A.)

State Bar Admissions

- New York
- New Jersey

Court Admissions

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

Services

- Labor and Employment
- Restrictive Covenants and Trade Secret Protection

- United States District Court for the District of New Jersey
- United States Court of Appeals for the Second Circuit
- Supreme Court of the United States

Professional Affiliations

- Litigation Committee, New York City Bar Association, Member
- Small Law Firm Committee, New York City Bar Association, Member
- Board of Trustees, Muhlenberg College, Secretary, and Member
- Management Advisory Board, MTA Office of The Inspector General, Member
- Lake Hopatcong Foundation, Director

Blog Posts

October 13, 2023

In a 2019 Decision, the NLRB Establishes a (Not So) New Independent Contractor Test

Originally posted on 2/18/2019, content updated on 10/13/2023 In 2019, the National Labor Relations Board (NLRB) revised its independent contractor test, overturning a controversial standard established in 2014. The decision was a federal attempt to clarify the legal distinction...

October 11, 2023

Gender Identity and Expression Are Now Protected Characteristics Under New York State Law

Originally posted on 03/12/2019, content updated on 10/11/2023 On Sunday, February 24, 2019, the Gender Expression Non-Discrimination Act (GENDA) went into effect in the state of New York. The law safeguarded transgender and gender nonconforming people from discrimination by...

October 9, 2023

New York City Employers: Do You Know All the Labor and Employment Laws that Apply to Your Business?

Originally posted on 06/11/2019, content updated on 10/09/2023 Business owners in and around New York City have a greater number of legal obligations than do employers in almost every other region in the United States. Why? Because New York...

October 5, 2023

Employers, Know Your FLSA Basics

Originally posted on 07/5/2019, content updated on 10/05/2023 Are you aware of your obligations under the Fair Labor Standards Act (FLSA)? Do you understand the differences between the FLSA and similar state statutes? A surprisingly large number of decision-makers...

October 3, 2023

New York's Harassment and Discrimination Laws Just Changed—Again. Is Your Business Up to Date?

Originally posted on 09/16/2019, content updated on 10/03/2023 Less than a year after substantial changes were enacted in 2018, New York State laws concerning harassment

and discrimination in the workplace are changed once again. An omnibus bill amended various...

September 29, 2023

New York State Permanent Sick Leave

Originally posted on 07/24/2020, content updated on 09/29/2023 New York State enacted a permanent paid sick leave law on April 3, 2020, which took effect 180 days after the enactment, on September 30, 2020 (the "PSLL"). The PSLL adds...