

Title: Just Cause Discipline for Fast Food Workers in NYC

Date/Time: Tuesday, March 23, 2021, 6:00 p.m.-7:30 p.m.

Invitation and Description

Timed Agenda:

6:00-6:05	Introductions
6:05-6:20	Presentation by Councilmember Brad Lander
6:20-6:30	Q & A with Councilmember Brad Lander
6:30-6:45	Presentation by Paul Sonn
6:45-7:00	Presentation by Lisa Griffith
7:00-7:10	Interactive Discussion among Presenters
7:10-7:30	Q & A from Audience

SPEAKERS BIOS and MATERIALS

Bios

Brad Lander is a member of the New York City Council, representing the 39th District in Brooklyn. Brad serves as the Council's Deputy Leader for Policy. He co-founded the Council's Progressive Caucus, helped bring participatory budgeting to NYC, and has led the way toward a more just, equitable, and sustainable city.

Brad's track record shows that we can strengthen our democracy, make government work better, and build a city that reflects our values.

Brad has fought successfully to protect freelancers from wage theft, give fast-food workers a fair work week, and make sure Uber/Lyft drivers earn a living wage. To win safer streets and new transit infrastructure. To reform discriminatory practices in the NYPD, and to combat segregation in our schools and neighborhoods. His hard-hitting policy reports have led to better bus service, air-conditioning for all NYC school classrooms, and more effective affordable housing policy.

Brad's background in community planning informs his commitment to make government work better. By helping to bring participatory budgeting to NYC, Brad has involved tens of thousands of New Yorkers in shaping the city's investments in our neighborhoods. His legislation has resulted in better tracking of expenditures across NYC's parks, more effective ways to measure and combat poverty, and improvements to the city's capital projects management (where, ok, we still have a lot of work to do). By launching #GetOrganizedBK, he brought thousands of Brooklyn residents together to stand up to bigotry, corruption, and injustice of the Trump regime.

Brad serves as chair of Local Progress, a national network of over 800 progressive local elected officials in 45 states. Prior to serving in the City Council, Brad directed the Pratt Center for Community Development and the Fifth Avenue Committee. Brad is a graduate of the University of Chicago, with a Masters degrees in social anthropology from University College London, and in city planning from Pratt Institute. He lives in Park Slope with his wife, Meg Barnette, President and CEO of NonProfit New York, and their children, Marek and Rosa.

Paul Sonn is State Policy Program Director at the National Employment Law Project (NELP). He directs NELP's state and local policy program, helping advocate for stronger worker rights and economic justice policies across a range of issue areas. He is also the Director of the NELP Action Fund, NELP's 501(c)(4) partner organization. Before joining NELP, from 1999-2008 he was the co-director of the Economic Justice Project at New York University's Brennan Center for Justice. From 1994-1999 he was a Skadden Fellow and then assistant counsel at the NAACP Legal Defense Fund. He has also been a Lecturer in Law at Columbia Law School, and is a graduate of Yale Law School and Dartmouth College.

Lisa M. Griffith is a Partner with Littler Mendelson, P.C. She represents and counsels clients in all areas of employment law matters. Her practice focuses mainly on employment litigation in federal and state courts and administrative proceedings before the Equal Employment Opportunity Commission, the New York State Division of Human Rights, and other state and local human rights agencies. She works with both large and small companies, including those in the retail, homecare, robotics, and restaurant industries. Lisa handles collective and class actions including those brought under the federal and state wage and hour laws. Lisa represents companies in arbitrations and mediations as well. Prior to joining Littler Mendelson, Lisa was an assistant corporation counsel in the Labor

and Employment Law Division of the New York City Law Department, Office of the Corporation Counsel. While there, she managed a large caseload of employment discrimination, harassment and retaliation claims, as well as an FMLA class action and an FLSA collective action. Her successes included complete defense verdicts in two employment discrimination trials in federal court and she won a bench trial in New York State Supreme Court in a statutory rights proceeding brought by five public sector employees. Additionally, Lisa served as an intern to Magistrate Judge E. Thomas Boyle, Eastern District of New York. In law school, she was the managing editor of articles for the Hofstra Labor and Employment Law Journal.

Moderator:

William A. Herbert is a Distinguished Lecturer, Hunter College and LERA NYC Chapter Secretary. His scholarship focuses on labor law and history, collective bargaining, unionization, higher education, and workplace technologies. In 2016, he co-authored a law review article titled *Just Cause Discipline for Social Networking in the New Gilded Age: Will the Law Look the Other Way?* More recently, he authored a chapter titled “Public Workers” that appeared in Joshua B. Freeman (ed.) *City of Workers, City of Struggle: How Labor Movements Changed New York* (Columbia University Press 2019),

Materials

[NYC Local Law No. 2 Wrongful Discharge of Fast Food Employees](#)

[NYC Local Law No. 1 Fast Food Employee Layoffs](#)

[Fired on a Whim: The Precarious Existence of NYC Fast-food Workers](#)

[NYC City Council Hearing Testimony, February 13, 2020](#)

[Just Cause Discipline for Social Networking in the New Gilded Age: Will the Law Look the Other Way?](#)