



Salvatore G. Gangemi

Partner

914-725-5800 | sgangemi@murthallaw.com

203-653-5436 |

MURTHA
CULLINA

Education:

St. John's University School of Law (J.D., Dean's List, 1993)

St. John's University (B.A., *cum laude*)

Description:

Salvatore G. Gangemi, a partner at Murtha Cullina, is a veteran labor and employment lawyer with nearly 30 years of litigation and counseling experience.

Employers from across the industry spectrum, including established companies in the senior living and health care fields; manufacturing, construction, retail and service firms; and emerging companies, seek Sal's legal counsel to navigate today's complex local, state and federal employment laws. His practice includes resolving disputes; advocating in courts and before administrative agencies; counseling on employment-related issues arising from acquisitions; and guiding clients in both long-range strategy and day-to-day administration of their workplaces and employees.

At the federal level, Sal brings extensive experience in OSHA investigations, audits and proceedings; the Fair Labor Standards Act (FLSA); Title VII discrimination matters; the Age Discrimination in Employment Act (ADEA); the Americans with Disabilities Act (ADA); and the Family Medical Leave Act (FMLA). He is also well-versed in state and local employment regulations.

Sal regularly represents clients in matters before the Equal Employment Opportunity Commission (EEOC), the U.S. Department of Labor and other federal agencies. On the state level, he appears before the New York State Division of Human Rights; the New York City Commission on Human Rights; the Connecticut Commission on Human Rights and Opportunities; the Connecticut Department of Labor; and the New York State Department of Labor. He has litigated cases involving misappropriation of trade secrets, restrictive covenants, breach of employment contract, fiduciary duty and other work-related common law claims.

Clients rely on Sal's advice on routine human resources matters that arise in their businesses, including requests for reasonable accommodation for those with disabilities, family and medical leave issues, hiring and termination, and wage and hour concerns. Known for his proactive approach to identifying issues before they escalate, he conducts compliance training on sexual harassment prevention and other topics, performs worker classification practice and policy audits, and drafts employment policies and agreements. Sal shares his knowledge of the ever-evolving employment law landscape by speaking at events, conducting continuing legal education seminars and writing articles for a variety of publications.

When not practicing law, Sal enjoys spending time with his family and participating in a variety of outdoor activities.

Representative Matters

- Advised a manufacturing company's human resources executive throughout the company's major acquisition of a new division. Counsel spanned the full gamut of HR issues, including integration of employees into the organization.

- Handled OSHA investigations and proceedings, and provided counsel on employment-related issues, for multiple health care facilities and long-term care communities.
- Litigated employment discrimination and wage/hour matters for a variety of clients from the manufacturing, construction, retail and service industry sectors.

Practices & Industries:

- Municipal Law
- Privacy and Cybersecurity
- Labor and Employment
- Litigation
- Tort and Product Liability
- Long-Term Care
- Health Care
- Unfair Competition, Trade Secrets and Non-Competition Agreements

Bar & Court Admissions:

- New York
- Connecticut
- U.S. Supreme Court
- U.S. District Court, District of Connecticut
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Third Circuit

Memberships:

- Association of the Bar of the City of New York
- Fairfield County Bar Association, Co-Chair, Employment Law Committee
- Federal Bar Council
- New York County Lawyers' Association, Labor and Employment
- New York State Bar Association, Labor and Employment Section, Chair, Employment Law Committee of the Trial Lawyers Section
- The Society for Human Resource Management (SHRM)
- St. John's School of Law, Labor and Employment Law Center, Member of Board of Advisors
- St. John's University School of Law Alumni Board, Board of Directors

Recognition:

- Listed in [The Best Lawyers in America®](#) in the areas of Employment Law – Individuals; Employment Law – Management; and Litigation – Labor and Employment since 2011 (Copyright 2015 by Woodward/White, Inc., Aiken, SC)
- Listed in [Super Lawyers®](#) every year since 2009 in New York Metro area (Super Lawyers is a registered trademark of Key Professional Media, Inc.)

Community Activities:

Board of Directors, Palace Theatre Stamford Center for the Arts

Languages:

- Italian