



## Jay Sabin Member

Labor and Employment, Cannabis Industry

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**Jay Sabin is a seasoned labor and employment and transportation attorney with extensive corporate experience as in-house counsel to a regional third-party logistics provider and *The New York Times*.** He assists clients in the following areas:

- Labor relations and NLRB proceedings
- Labor arbitrations
- Employee classification issues and independent contractor agreements
- Wage and hour and EEO compliance
- FMCSA and DOT compliance
- Drug and alcohol testing
- Transportation liability defense
- Company employment policy formulation
- Background checks
- Employment contracts, reductions in force, severance agreements, and protection of intellectual property and trade secrets
- Commercial transportation contracts
- Insurance coverage disputes
- Pension plan withdrawal liability
- Medical plan design and ACA compliance

Jay has provided counsel to employers in a broad range of industries, including trucking, media, warehouse, healthcare, cannabis, manufacturing, trade exporters, stevedoring, and SaaS HR providers. He has presented on topics such as third-party cargo claims and social media ethics for attorneys.

Jay is a graduate of the Harvard Law School Program on Negotiations, the Duke Corporate Education Leadership Program, the Tuck School of Business Executive Program, and the University of Tennessee Vested Outsourcing Program.

### INDUSTRIES

- Banking & Finance
- Cannabis
- Healthcare
- Manufacturing
- Transportation

### EDUCATION

- Columbia University School of Law, J.D.
- Cornell University School of Industrial and Labor Relations, B.S.

### BAR AND COURT ADMISSIONS

- New Jersey
- New York
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York

During his time at Columbia University, Jay was a Harlan Fiske Stone Scholar and the recipient of the Emil Schlesinger Prize which is the school's outstanding student of labor law award.

## REPRESENTATIVE MATTERS

Each matter handled by Jay is dependent upon the unique facts and particular circumstances. An example of successful matters handled by Jay include:

- Obtained multi-million dollar recovery for a pension plan against its former investment advisor.
- Created deferred compensation senior management bonus plan for multi-state food franchise operator.
- Structured corporate transaction agreements to address union recognition obligations and pension plan withdrawal liability assessments.
- Required former employee to remove images on social media postings and obtained control over social media account.
- Conducted labor negotiations across dozen plus bargaining units with \$500M budget for well-known media organization.
- Managed precedent setting NLRB case involving duties of a successor employer for a transportation logistics company.
- Designed self-insured medical plans for numerous clients
- Resolved U.S. Department of Transportation investigation for a consortium of service and equipment providers.
- Negotiated favorable master service agreement terms with EMR vendor for a healthcare provider
- Investigated sexual harassment claims against executive on behalf of ad hoc board of directors committee
- Developed fiduciary protocols for 401k plan trustees
- Counseled cannabis licensee applicant on labor peace agreement requirements under state law
- Drafted employment agreements to prevent imposition of 409A excise taxes
- Provided COVID-related crisis advice for employers regarding leaves, reductions in force, layoffs, PPP financing, and remote work force management.

\*Results may vary depending on your particular facts and legal circumstances.

## PROFESSIONAL ACTIVITIES

- Congregation Shomrei Emunah, Montclair, NJ – former President

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### Insights

*Events - March 17, 2025*

**Employment Law Institute 2025 - Cannabis in the Workplace with Jay Sabin, Esq.**

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*Alerts - January 7, 2025*

**Job Applicants Have No Right to Sue Under New Jersey's Adult-Use Cannabis Law**

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*Newsletters - December 6, 2024*

**What Employers Need to Know About New Jersey's Pay Transparency Law**

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*Events - December 4, 2024*

**Your Healthcare Organization and HHS's New Non-Discrimination Rules Webinar**

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*Events - November 7, 2024*

**HHS Section 1557 Final Rule: Nondiscrimination in Health Programs and Activities (Webinar)**

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*Alerts - October 28, 2024*

**Attention Employers: Seek Legal Guidance before Testing Employees for Cannabis Use**

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*Videos & Podcasts - October 2, 2024*

**WRNJ Radio Non-Compete Discussion with Bert Baron and Jay Sabin, Esq.**

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*Newsletters - August 29, 2024*

**Healthcare Law Update - August 2024**

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*Alerts - August 23, 2024*

**FTC Non-Compete Rule Enjoined**

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*Alerts - August 6, 2024*

**Does an Employer Have an Obligation to Accommodate an Employee's Abortion?**

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