

People



Raymond J. Berti

Partner, Labor and Employment

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Ray Berti focuses his practice on employment litigation and counseling, representing companies across a wide variety of industries in all types of employment-related matters. As a litigator, Ray regularly represents employers in disputes involving claims of discrimination, retaliation, harassment, wage and hour violations, and breach of contract in federal and state courts; before federal, state, and local administrative agencies; and in private arbitration proceedings.

Ray also proactively works with clients to prevent workplace issues by helping to ensure compliance with the ever-changing landscape of federal, state, and local employment laws. Specifically, Ray provides companies with day-to-day advice and counseling on a broad range of pre-litigation employment matters, including but not limited to paid and unpaid leave, reasonable accommodations, wage and hour issues, disciplinary matters, terminations and reductions-in-force, and restrictive covenants.

Ray's practice also includes drafting employee agreements, policies, and handbooks; conducting employment audits and investigations; and performing employee and management trainings.

Published Work and Lectures

- [HR Defense Blog, Contributor](#)
- Quoted in *Franchise Times*, "Will Chipotle's \$20M Workers' Rights Settlement Impact the Franchise Industry?" August 17, 2022
- *WorkedUp Podcast*: The Gig Economy Revisited, May 31, 2019
- Quoted in *Quartz*, "Companies Are On The Hook If Their Hiring Algorithms Are Biased," October 22, 2018
- *New York Law Journal*, Co-Author, "Lawmakers Slowly Begin to Regulate Gig Economy," November 3, 2017
- *WorkedUp Podcast*: Predictable Schedules And Comp Time - The Next Wage & Hour Frontiers, July 18, 2017

Areas of Experience

Labor and Employment
Employment Administrative Claims Defense
Employment Litigation
Employment Training and Compliance
Wage and Hour
Trade Secrets, Restrictive Covenants, and Unfair Competition

Education

J.D., Georgetown University Law Center, 2013, cum laude
B.A., College of William and Mary, Philosophy and Psychology, 2008

Admissions

Bars

New York

Courts

U.S. District Court, Eastern District of New York
U.S. District Court, Southern District of New York
U.S. District Court, Western District of New York

Related Content

Akerman Lawyers Ranked in New York by *Super Lawyers Magazine*
November 04, 2024

Akerman Hosts Roundtable Discussion on Non-Competes, FLSA Exemptions, and the Future of AI in Employment Law
October 08, 2024

112 Akerman Lawyers Across the U.S. Named to 2023 *Super Lawyers* and Rising Stars Lists
September 28, 2023

Honors and Distinctions

- *The Best Lawyers in America* 2021-2023, Listed in New York for Labor and Employment – Management as “One to Watch”
- *Super Lawyers* Magazine, 2019-2024, Listed in New York as a “Rising Star” for Employment Litigation: Defense