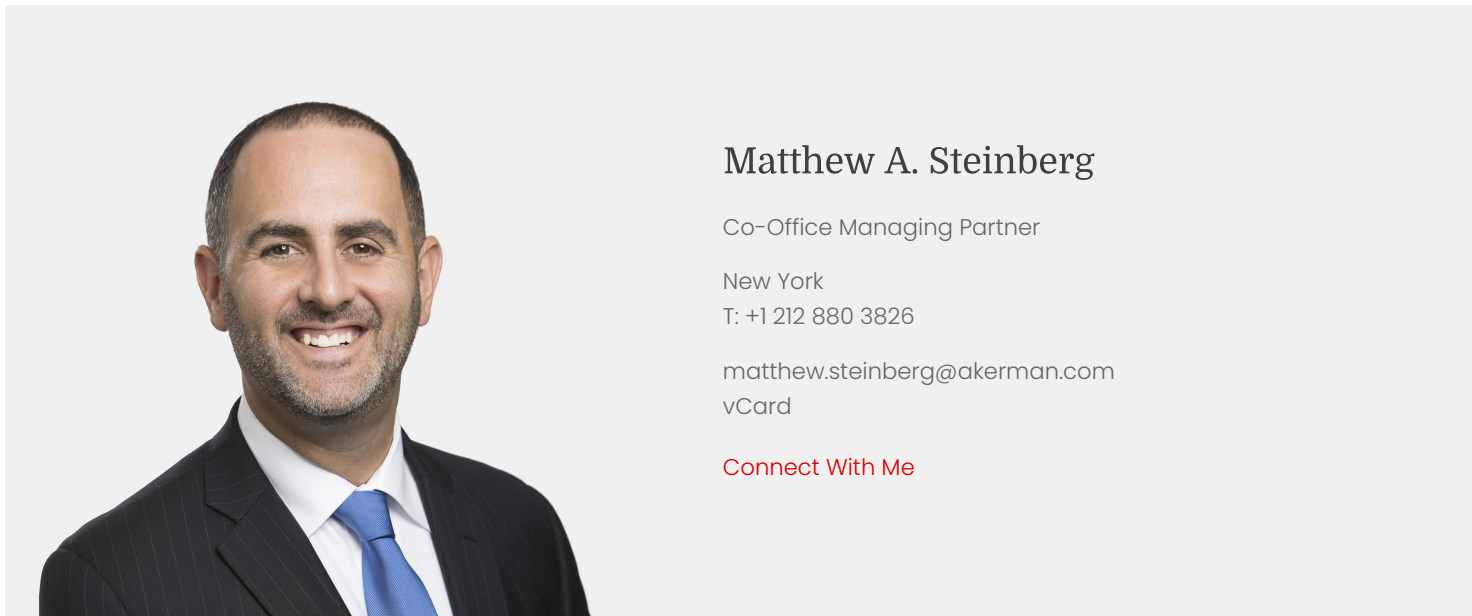


People



## Matthew A. Steinberg

Co-Office Managing Partner

New York

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Matt Steinberg is co-office managing partner of the firm’s New York office, a member of the firm’s board of directors, and previously served as the deputy chair of Akerman’s national Labor & Employment Practice Group. Matt focuses his practice on employment law, both by advising clients on day-to-day workplace matters and defending clients on all aspects of employment-related litigation. Matt represents clients in various sectors, including technology, media, financial services, real estate, aviation, retail, and hospitality.

As a litigator, Matt represents employers in individual and class/collective litigation matters before federal and state courts, administrative agencies, and arbitrators. Matt litigates single and multi-plaintiff employment discrimination lawsuits, United States Equal Employment Opportunity Commission (EEOC) systemic discrimination charges and litigations, and federal and state law wage and hour and class/collective actions. Matt also has briefed and argued several federal and state court appeals. In addition to defending clients before judicial and arbitral bodies, Matt defends clients, throughout the country, in connection with related federal and state agency audits, including those conducted by federal and state Departments of Labor.

In connection with Matt’s commitment to his clients’ day-to-day operations, Matt regularly conducts various types of management and employee training, prepares and reviews human resources-related documents including employee handbooks, employment policies and disciplinary documents. Matt also provides day-to-day advice and counsel on workplace issues including leave management, wage and hour compliance, litigation risk assessment, social media- and technology related workplace implications, and overall employer best practices. Clients also regularly call upon Matt and his team to discretely conduct sensitive internal workplace investigations and provide key findings and recommendations to top levels of senior management.

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### Areas of Experience

Labor and Employment  
 Employment Litigation  
 Employment Administrative Claims Defense  
 Wage and Hour  
 Appellate  
 Venture Capital and Emerging Growth Companies  
 Hospitality  
 Sports and Entertainment Law  
 Trade Secrets, Restrictive Covenants, and Unfair Competition

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### Education

J.D., Benjamin N. Cardozo School of Law, 2000, cum laude  
 B.S., State University of New York at Buffalo, 1997

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### Admissions

#### Bars

New York

#### Courts

U.S. District Court, Southern District of New York  
 U.S. District Court, Eastern District of New York  
 U.S. District Court, Northern District of New York  
 U.S. Supreme Court  
 U.S. Court of Appeals, Second Circuit

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### Related Content

- Lawdragon* Names Five Akerman Partners Leading Corporate Employment Lawyers  
October 25, 2024
- Akerman Sponsors the 2024 JetBlue Swing for Good Golf Classic  
September 26, 2024
- Akerman Grows National Real Estate Practice with Finance Partner Naheem Harris in New York

Matt is at the center of Akerman's innovation initiatives. He is the creator and host of *WorkedUp*, an Akerman employment law podcast. The *WorkedUp* podcast series has featured a diverse set of high-profile guests, including in-house counsel, high-ranking members of government agencies (such as the EEOC and OSHA), federal judges, renowned employment law scholars and academics and prominent members of the Plaintiffs' employment law bar. Matt is frequently quoted in the media regarding cutting-edge employment law issues, including in such publications as *Law360* and *Inc.com*, and he has also served as an adjunct professor at the New York University School of Continuing Education regarding employment and workplace law issues.

Prior to focusing his practice on employment law, Matt litigated complex commercial matters.

## Related Professional Experience

- New York University School of Continuing and Professional Studies, Adjunct Professor of Employment Law, 2004-2006

## Published Work and Lectures

- Akerman Labor & Employment Law Summit, Co-Moderator, "Continuing to Maintain Employee Culture, and Navigate Various Accommodation & Leave Requests, in Your Post-COVID Workplaces," May 4, 2023
- Akerman Labor & Employment Law Summit, Co-Moderator, "The Legal, Operational & Societal Issues Surrounding Mental Health At Work," April 29, 2022
- Akerman Labor & Employment Law Virtual Summit, Breakout Co-Moderator, "Maintaining Employee Culture in Your Post-COVID/Hybrid Workplaces (Physical + Remote): With Tips From Across The Globe," April 22, 2021
- *WorkedUp Podcast: Is Antitrust The Next Frontier In Employment Law?*, March 11, 2020
- *WorkedUp Podcast: Dos Toros - Maintaining Culture While Scaling (and Having Fun)*, October 29, 2019
- *WorkedUp Podcast: United States Magistrate Judge Sidney Schenkier*, September 4, 2019
- *WorkedUp Podcast: The Art and Science of Executive Coaching*, August 21, 2019
- *WorkedUp Podcast: An Important Conversation About Mental Health at Work*, August 12, 2019
- *WorkedUp Podcast: The Gig Economy Revisited*, May 31, 2019
- *WorkedUp Podcast: Let The Kids Speak - Part 2*, May 1, 2019
- *WorkedUp Podcast: Is There a New Path for (Federal) Paid Family Leave?*, February 15, 2019
- *WorkedUp Podcast: Workplace Safety With OSHRC Chairman Heather MacDougall*, December 12, 2018
- *WorkedUp Podcast: Noncompetes Under Attack?*, November 29, 2018
- *WorkedUp Podcast: Chief District Court Judge Ruben Castillo, United States District Court for the Northern District of Illinois*, November 20, 2018
- *WorkedUp Podcast: The Gen Z Guru*, October 23, 2018
- *WorkedUp Podcast: ConBody Founder Coss Marte*, September 19, 2018
- Beazley CE Education, Speaker, "Recent Trends in Employment Practice Liability," September 12, 2018

- *WorkedUp Podcast*: Agustin V. Arbulu - Executive Director of the Michigan Department of Civil Rights, July 17, 2018
- Matt Steinberg Quoted in *Law360*, “Employment Law Cases to Watch in The 2nd Half of 2018,” July 6, 2018
- Matt Steinberg Quoted in *Law360*, “The Biggest Employment Decisions of 2018: Midyear Report,” July 5, 2018
- *WorkedUp Podcast*: The Law, AI and The Future of Work (Panel Discussion Recording), July 2, 2018
- *WorkedUp Podcast*: A Deeper Dive Into The Hospitality Industry (With Lessons For All Employers), June 8, 2018
- LMPF, Speaker, “BigLaw Social Media,” May 29, 2018
- *WorkedUp Podcast*: How to Provide Meaningful Employment Training (...and Also Comply with NYC Laws,) May 22, 2018
- *WorkedUp Podcast*: Let the Kids Speak, May 1, 2018
- *WorkedUp Podcast*: LGBTQ Workplace Inclusion and Rights, April 23, 2018
- *WorkedUp Podcast*: A Chat About The Future, March, 26, 2018
- *Inc.com*, Author, “Inter-Office Dating 101: What Your Company Should Know,” March 22, 2018
- *WorkedUp Podcast*: AI, Algorithms & Robots (Live Podcast From Akerman L&E Summit), March 5, 2018
- *Inc.com*, Author, “If a Competitor Approaches You With This Common Proposal, Run as Fast as You Can--It’s a Crime,” February 20, 2018
- *SHRM Executive Network* Blog, Author, “Workplace Harassment, Discrimination at Tipping Point,” February 20, 2018
- *WorkedUp Podcast*: Off-The Clock Wage/Hour Litigation In a World of Constant Connectedness, Remote Work, and Gig Economies, February 6, 2018
- *Inc.com*, Author, “4 Things You Need to Know Before Asking a New Employee to Sign a Nondisclosure Agreement,” January 25, 2018
- *WorkedUp Podcast*: Crisis Management!! How to Handle the Employment Issue Gone Viral...January 17, 2018
- *Inc.com*, Author, “Here is 1 New Form of Harassment Training HR Is Employing to Fight Sexual Harassment and Boost Performance,” January 12, 2018
- Matt Steinberg Quoted in the *New York Business Journal*, “How to Prepare Your Business for NYC’s Predictive Scheduling Laws,” December 5, 2017
- Matt Steinberg Quoted in *Crain’s New York Business*, “Harassment Cases Start Hitting New York Companies,” November 19, 2017
- *WorkedUp Podcast*: Universal Basic Income - Not as Far off as You May Think, November 16, 2017
- *WorkedUp Podcast*: Well That Was Fast, The House Amends Its Tax Bill and Senate Enters the Fray..., November 10, 2017
- *WorkedUp Podcast*: Talking Tax Reform and Executive Comp, November 9, 2017
- Matt Steinberg Quoted in the *New York Post*, “Preventing Sexual Harassment Can Save Companies Millions,” November 3, 2017
- *New York Law Journal*, Co-Author, “Lawmakers Slowly Begin to Regulate Gig Economy, November 3, 2017
- *WorkedUp Podcast*: EEOC Commissioner Chai Feldblum Part II: Other Emerging Trends and Takeaways, October 26, 2017

- *WorkedUp Podcast*: EEOC Commissioner Chai Feldblum Part I: Employers' "Superstar Harassment" Problem, October 25, 2017
- *WorkedUp Podcast*: Using "People Analytics" to Make Smart Business and Corporate Culture Decisions, October 4, 2017
- *WorkedUp Podcast*: Social Impact Programs: Why Purpose Makes a Difference, September 26, 2017
- *WorkedUp Podcast*: Talking Transparency With "Above The Law" Founder David Lat, September 14, 2017
- *WorkedUp Podcast*: What Makes Employment Cases Go Viral... August 14, 2017
- *WorkedUp Podcast*: Is This Paid Family Leave's Moment?, August 10, 2017
- Matt Steinberg Quoted in *HR Dive*, "Predictive Scheduling Laws: Coming Soon to a Jurisdiction Near You," August 4, 2017
- *WorkedUp Podcast*: Predictable Expansion of Medicinal Marijuana as a Disability-Related Accommodation, July 21, 2017
- *WorkedUp Podcast*: Predictable Schedules And Comp Time - The Next Wage & Hour Frontiers, July 18, 2017
- *SHRM Executive Network Blog*, Co-Author, "EEOC's Lipnic Provides Home to Employment Law and HRM," June 30, 2017
- Matt Steinberg Quoted in *Law360*, "High Court Term Ends With Few Employment Fireworks," June 30, 2017
- Matt Steinberg Quoted in *Retuters*, "EEOC Monitor: Lipnic Skeptical of New Wage Data Reporting Requirements," June 28, 2017
- Matt Steinberg Quoted in *Law360*, "4 Things Employers Must Know About NY's Family Leave Law," June 22, 2017
- *WorkedUp Podcast*: Innovations in Recruitment: How Tech is Changing How Companies Hire, June 22, 2017
- *WorkedUp Podcast*: Conversation with EEOC Acting Chair Victoria Lipnic, June 1, 2017
- Matt Steinberg Quoted in *Inc.com*, "Yes, You Can Pay Women Less, But Here's Why You Shouldn't," May 25, 2017
- *WorkedUp Podcast*: Laws Prohibiting Inquiry/Use Of Applicant Prior Salary History, May 15, 2017
- *WorkedUp Podcast*: NYC's New Freelancer Protection Law And The Future Of The On-Demand Economy, May 5, 2017
- *WorkedUp Podcast*: NYAG Civil Rights Bureau Chief Lourdes Rosado, April 28, 2017
- *WorkedUp Podcast*: Legal and Business Issues Stemming From Employees' Out-of-Work Conduct, April 10, 2017
- *WorkedUp Podcast*: Pregnancy Discrimination Insights (Hint: It's Not Just About The FMLA), March 23, 2017
- *WorkedUp Podcast*: Behold "AHCA"! – Demystifying Employment Law Implications of Proposed ACA Replacement, March 8, 2017
- *WorkedUp Podcast*: Chat With Former EEOC General Counsel David Lopez, February 10, 2017
- First Annual Labor & Employment Law Summit, Moderator, "Senior HR Panel," February 1, 2017
- *WorkedUp Podcast*: Obamacare (Part II): What Happens Next?, February 10, 2017
- *WorkedUp Podcast*: "Next Gen" Reasonable Accommodations And Disability Law Trends, February 2, 2017
- *WorkedUp Podcast*: Obamacare (Part I): How Did We Get Here?, December 27, 2016

- *WorkedUp* Podcast: Next Level Tech Innovations Coming Soon To A Workplace Near You, December 27, 2016
- *WorkedUp* Podcast: Big Data's Transition From The Marketer's Desktop To The Employer's Doorstep, December 27, 2016
- *WorkedUp* Podcast: A View From The Plaintiff's Side, December 27, 2016
- *WorkedUp* Podcast: Introduction To "WorkedUp", December 27, 2016
- Akerman Twentieth Annual Labor & Employment Law Seminar, Presenter, "Dealing With The Problem Employee," September 2015
- Akerman Labor & Employment Law Seminar, Presenter, "Defining Compensable Time Under the FLSA," March 2015
- Akerman Nineteenth Annual Labor & Employment Law Seminar, Presenter, "Whistleblower Claims: The Wave Continues," April 2014
- St. John's University School of Law Spring 2014 CLE Weekend, Panelist, "Employment Law - Life of a Charge," March 2014
- Akerman Labor & Employment Roundtable, Moderator, "Indefinite Leave, Definite Problems," January 2014
- *Crain's New York Business*, Quoted, "Businesses are gearing up for growth," January 2014
- Akerman Labor & Employment Roundtable, Moderator, "To Arbitrate or Not to Arbitrate: That is the Question," November 2013
- *Bender's Labor & Employment Bulletin* 5.5, Co-Author, "Supreme Court Recognizes Disparate Impact as a Basis for Recovery in Age Discrimination Cases," May 2005

## Honors and Distinctions

- *Benchmark Litigation*, 2020-2023, Listed in New York as a "Labor & Employment Star"
- *Best Lawyers*, 2019-2025, Listed in New York for Employment Law - Management and Litigation - Labor and Employment
- *Lawdragon*, 2020-2025, Listed as a "Lawdragon 500 Leading U.S. Corporate Employment Lawyer"
- *Super Lawyers* Magazine, 2013-2022, Listed in New York for Employment & Labor
- *Super Lawyers* Magazine, 2011-2012, Listed in New York as a "Rising Star" for Employment & Labor