



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

Insights

Alerts - January 7, 2025

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

Newsletters - December 6, 2024

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

Events - December 4, 2024

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

[Events - November 7, 2024](#)

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

[Alerts - October 28, 2024](#)

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

[Videos & Podcasts - October 2, 2024](#)

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

[Newsletters - August 29, 2024](#)

Healthcare Law Update - August 2024

[Alerts - August 23, 2024](#)

FTC Non-Compete Rule Enjoined

[Alerts - August 6, 2024](#)

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

[Alerts - July 11, 2024](#)

FTC Noncompetete Rule Update
