

Max Garfield

Special Counsel

Contact

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Represents primarily investment fund clients on all aspects of employment law issues, including hiring and terminating employees, drafting and negotiating employment- and compensation-related agreements, advising on restrictive covenants, working on disputes with employees and former employees, business divorces and partner withdrawals, counseling on day-to-day employment issues, and conducting and leading trainings and investigations.

Max collaborates frequently with the Investment Management Group, and other groups in the firm, on employment-related issues.

He also has experience litigating and arbitrating employment-related disputes.

Practices

EDUCATION

EMPLOYMENT AND EMPLOYEE BENEFITS

EXECUTIVE AND MANAGEMENT TEAM REPRESENTATION

Bar Admissions

New York

Court Admissions

US District Court, Southern District of New York

US District Court, Eastern District of New York

Education

Columbia Law School, J.D.

Brown University, A.B.

▪ *magna cum laude*

Publications

- "Employment Update: New York State Governor Hochul Vetoes New York State Non-Compete Ban Bill," *Schulte Alert*, Dec. 26, 2023
- "US Supreme Court Affirmative Action Ruling and Potential Impact on Employers," *Schulte Alert*, Aug. 24, 2023
- "New York on the Brink of Banning Non-Competes," *Schulte Alert*, June 21, 2023
- "Recent Employment Law Updates," *Schulte Alert*, June 7, 2023
- "NLRB Restricts Non-Disparagement and Confidentiality Clauses in Severance Agreements," *Schulte Alert*, March 2, 2023
- "Employment Law Updates," *Schulte Alert*, Feb. 24, 2023
- "FTC Proposes Rule to Ban Non-Compete Clauses," *Schulte Alert*, Jan. 10, 2023
- "End-of-Year Employment Law Developments," *Schulte Alert*, Dec. 22, 2022
- "Recent Employment Law Updates," *Schulte Alert*, Nov. 16, 2022
- "U.S. Department of Labor Proposes New Worker Classification Rule," *Schulte Alert*, Oct. 21, 2022
- "New York Launches Hotline for Workplace Sexual Harassment Complaints," *Schulte Alert*, Aug. 22, 2022
- "New York Employment Update: Upcoming Windows to Claim Damages as a Result of Certain Sexual Offenses," *Schulte Alert*, Aug. 8, 2022
- "EEOC Guidance on Artificial Intelligence in Hiring and Disability Discrimination," *Schulte Alert*, July 13, 2022
- "The Department of Labor Releases Guidance on Mental Health Protections Under the Family Medical Leave Act," *Schulte Alert*, July 7, 2022

- “New York City Council Votes to Delay Effective Date of New Salary Transparency Law to Nov. 1, 2022,” *Schulte Alert*, May 5, 2022
- “Guidance Issued on NYC Salary Disclosure Law,” *Schulte Alert*, April 6, 2022
- “EEOC Issues New Guidance on Caregiver Discrimination and COVID-19,” *Schulte Alert*, April 4, 2022
- “Current State of COVID-19 Protocols for Employers,” *Schulte Alert*, March 29, 2022
- “Legislation Ending Forced Arbitration of Sexual Misconduct Claims,” *Schulte Alert*, Feb. 24, 2022
- “Updates on New York Employment Laws,” *Schulte Alert*, Feb. 18, 2022
- “New York State Lifts Indoor Mask Mandate for Most Locations,” *Schulte Alert*, Feb. 11, 2022
- “New Year, New Employment and Benefits Developments for Employers,” *Schulte Alert*, Jan. 20, 2022
- “New York City’s COVID-19 Vaccine Mandate for Private Employers and Other Recent Developments,” *Schulte Alert*, Dec. 21, 2021
- “OSHA Issues COVID-19 Vaccination and Testing Emergency Temporary Standard,” *Schulte Alert*, Nov. 10, 2021
- “Amendment Expands New York Whistleblower Protection Law,” *Schulte Alert*, Nov. 8, 2021
- “Connecticut Employers Required to Disclose Wage Ranges Under New Law,” *Schulte Alert*, Sept. 29, 2021
- “NY HERO Act: Update to Model Plan,” *Schulte Alert*, Sept. 28, 2021
- “New York State Employers Must Activate Exposure Prevention Plans Under the NY HERO Act,” *Schulte Alert*, Sept. 13, 2021
- “Updated Vaccination Guidance and New York Law Developments,” *Schulte Alert*, June 11, 2021
- “COVID-19 Updates,” *Schulte Alert*, March 9, 2021

- “Update: Employer Considerations for Returning to the Workplace,” *Schulte Alert*, June 5, 2020
 - “Back to the Future: Employer Considerations for Returning to the Workplace,” *Schulte Alert*, May 18, 2020; republished in *The Hedge Fund Journal*, June 2020
 - “Employer Concerns – COVID-19,” *Schulte Alert*, March 17, 2020; republished in *The Hedge Fund Journal*, March 2020
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Speaking Engagements

- Schulte 30th Annual Private Investment Funds Seminar, Jan. 2021
 - “Return-to-the-Office – Employment Issues Amidst the Pandemic,” Schulte Webinar, July 2020
 - Schulte Employment & Employee Benefits Luncheon for Investment Managers, New York, June 2019
 - “Current Employment Issues,” Schulte 28th Annual Private Investment Funds Seminar, New York, Jan. 2019
 - Schulte Employment & Employee Benefits Luncheon for Investment Managers, New York, Nov. 2018
 - “Misclassification of Employees – Litigation and Transactional Issues Across the Employment Spectrum,” Bloomberg BNA Webinar, Dec. 2015
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Memberships

- American Bar Association
- Bloomberg BNA Labor & Employment Technology and Innovation Board
- New York Bar State Association

Distinctions

- *New York Super Lawyers* – Rising Star, 2014-2015