



Carolyn D. Richmond

Partner

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Carolyn is Chair of the firm's Hospitality Practice Group and a former Co-Chair of the national Labor & Employment Department.

Her practice largely consists of representing and counseling employers in the hospitality industry, specifically restaurants, hotels/resorts, centralized kitchens, caterers, nightlife operators, private clubs, commercial properties and fitness centers. Outside of the hospitality industry, Carolyn's clients include employers in the private equity, music and retail industries.

In particular, Carolyn has extensive experience litigating wage and hour class actions, ADA Title III matters, restrictive covenants and employment discrimination cases. Known for providing her clients with 24/7 service and attention, she also counsels clients extensively with respect to workplace issues such as the hiring process, diversity awareness training, union avoidance, employee policies, diversity and inclusion initiatives, and advising hospitality startups and private equity firms. In addition to her litigation and counseling practice, Carolyn is a firm believer in alternative dispute resolution. She has represented clients throughout her career in arbitration and mediation proceedings.

Carolyn's experience counseling employers facing traditional labor relations issues has spanned her three-decade career. In addition to providing advice and counsel concerning union avoidance and "management best practices," she has also litigated a number of representation cases, unfair labor practice cases, and represented many employers across the hospitality industry in union organizing campaigns.

Over the past few years, Carolyn has also developed a niche practice advising employers on legal matters connected to high-profile crisis management situations. She has led coordinated teams responding to the #metoo crisis, food poisoning and spoilage issues, employee death, race and vaccination crises. All have been front-page news events and have included elements of employment law, criminal law, media response and coordination with various state and federal agencies.

Of late, Carolyn is called upon by her peers in the legal community to mediate difficult disputes in the wage and hour and discrimination areas. The respect she enjoys on both sides of the bar and her deep understanding of the legal issues and needs of all parties for practical solutions has made her a sought-after mediator. In particular, Carolyn's experience as a General Counsel has been an added plus in bridge-building.

In 2019, Cornell University's ILR School awarded Carolyn the Judge William B. Groat prize, the school's highest honor. Carolyn is very active with the university, sitting on a number of boards and advisory councils, and has guest lectured on contemporaneous employment law issues.

Services

- Labor & Employment
- Hospitality
- Retail Industry
- Employment Class Actions
- Employment Counseling, Policy Development & Audits
- Employment Litigation
- Workplace Training
- Trade Secrets & Restrictive Covenants
- Wage & Hour Compliance
- Labor Management Relations
- Food & Beverage

Before Fox Rothschild

While previously affiliated with several national law firms, Carolyn also served as General Counsel to James Hotels, where she was responsible for the legal and business affairs for both expanding restaurant operations and the development of the James Hotel brand. This experience gave Carolyn an insider's perspective into both the business and legal needs of her clients.

Beyond Fox Rothschild

Carolyn is a prolific writer and often is a guest speaker at legal conferences and industry events on various labor and employment-related topics particularly affecting the hospitality industry. She is active in the community with several board appointments and memberships including:

- Legal adviser, Legal MOMENTUM, The Women's Legal Defense and Education Fund
- Member of the Advisory Board for the Cornell Institute for Hospitality Labor and Employment Relations at Cornell University
- Member of the President's Council of Cornell Women at Cornell University
- Member of the Dean's Advisory Council and the Alumni Board of Directors for Cornell University, School of Industrial and Labor Relations
- Member of the Advisory Board for the Center for Applied Research on Work at Cornell University, School of Industrial and Labor Relations
- Member of the Advisory Board for the Center for Hospitality Research at Cornell University (2007-2015)
- Chair of the Labor and Employment Law Subcommittee of the New York City Bar Association's Hospitality Law Committee
- Previously served on the Board of Editorial Advisors for Hospitality Law
- Serves as Counsel to the New York City Hospitality Alliance
- Initial interviewer, USC Shoah Foundation (1994-1998)

Carolyn is also a producer of "The Kid Officer," a documentary related to the Holocaust.

Bar Admissions

- New York
- New Jersey

Court Admissions

- 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. District Court, District of New Jersey

Education

- New York Law School (J.D.)

- Cornell University (B.S.)

Memberships

- Les Dames d'Escoffier

Board of Directors

- Member, President's Council of Cornell Women, Cornell University
- Dean's Advisory Council, Cornell University, School of Industrial & Labor Relations
- Advisory Board, Center for Applied Research on Work, Cornell University, School of Industrial & Labor Relations
- Advisory Board, Center for Hospitality Research, Cornell University
- Labor Counsel, New York City Hospitality Alliance
- Legal Momentum

Publications

May 6, 2026

Florida's Expansion of Fee Reporting Takes Effect on July 1, 2026

April 17, 2026

Expansion of Penalties for I-9 Violations Signals Rigid Enforcement Against Employers

February 25, 2026

New York City Department of Consumer and Worker Protection FAQ Clarifies Changes to City's Employment Laws

February 24, 2026

Employment Law for the New York Hospitality Employer

January 26, 2026

New York State to Prohibit Employers From Conducting Most Credit Checks

December 16, 2025

Large NYC Employers Face New Pay Data Reporting Requirements

December 4, 2025

Court Halts New York's Attempt to Regulate NLRA-Covered Labor Relations

November 13, 2025

Update: New York Employment Law 2025-2026

November 12, 2025

New York Employers Face Increases in Wage Requirements in 2026

October 30, 2025

New York City Council Amends Earned Safe and Sick Time Act

October 14, 2025

New York's Secure Choice Savings Program Begins: What Employers Need to Know

July 23, 2025

New York Ends COVID-19 Sick Leave Requirements

May 13, 2025

New York Scales Back Damages for Frequency-of-Pay Violations

January 27, 2025

What to Do if ICE Knocks on Your Door

January 2025

Employment Law for the New York Hospitality Employer

December 20, 2024

Labor Law and Wage and Hour Trends for Restaurant Operators in 2025

Modern Restaurant Management

December 5, 2024

New York State Releases FAQs on New Prenatal Leave Mandate

November 6, 2024

Employers Should Prepare Now for 2025 New York State Wage Adjustments

October 25, 2024

NYC Passes Hotel Licensing Bill: Financial and Operational Implications Forthcoming

September 10, 2024

New York Retailers Face New Workplace Safety, Violence Prevention Requirements

August 28, 2024

5th Circuit Vacates DOL's Federal 80/20/30 Tip Credit Rule

April 26, 2024

New York State's 2024-2025 Budget: What Employers Need to Know

March 13, 2024

NYC Employers Must Display, Distribute New Workers' Rights Poster

March 11, 2024

Workplace Practices Could Change Following CDC's New COVID-19 Guidance

February 12, 2024

NY State Mandates Disclosure of Credit Card Surcharges

December 27, 2023

NY DOL Finalizes Changes to Tip Credit, Meal Credit, Uniform Maintenance Pay and Exempt Employee Salary Thresholds

December 7, 2023

New York State's 'Freelance Isn't Free' Act: What You Need To Know

November 27, 2023

NY Limits Use of Nondisclosure Agreements by Employers When Resolving Discrimination, Harassment and Retaliation Claims

October 12, 2023

D.C. Hospitality Employers Must Disclose Mandatory Service Fees

October 6, 2023

NY DOL Issues Proposed Adjustments to the Tip Credit in Accordance with the Upcoming Increase in Minimum Wage

October 3, 2023

In New Workplace Harassment Guidance, EEOC Moves to Broaden Enforcement

September 27, 2023

Proposed Rules Issued for New York's Pay Transparency Law: What You Need to Know

September 19, 2023

NYC Amends the Earned Safe and Sick Time Act's Rules

September 13, 2023

As Unionization Efforts Increase, New York Bans 'Captive Audience Meetings'

September 13, 2023

New York State Makes 'Wage Theft' a Crime

August 25, 2023

New York Considers Restricting Employers' Use of Electronic Monitoring, Automated Decision Tools

June 26, 2023

New York State Legislature Passes Bill to Prohibit Noncompete Agreements

June 9, 2023

Equinox Jury Verdict Serves as Cautionary Tale for Employers

May 26, 2023

New York City Enacts Law Prohibiting Height and Weight Discrimination

May 18, 2023

New York Increases the Minimum Wage

April 19, 2023

Staffing Companies Not Always a Panacea for Catering

Hotel Management

April 18, 2023

Connecticut Businesses Must Offer a Retirement Savings Plan to Employees by August 31, 2023

April 17, 2023

New York State Issues Updated Sexual Harassment Materials

April 10, 2023

NYC Publishes Final Rules for Use of Automated Employment Decision Tools

December 23, 2022

New York State Enacts Salary Transparency Law to Take Effect Next Year

December 15, 2022

New York State Expands Accommodations for Nursing Mothers in the Workplace

November 29, 2022

New York Employers Cannot Retaliate Against Employees for Lawful Absences

November 11, 2022

Washington DC Votes Against the Tip Credit

October 17, 2022

Reminder: New York Salary Transparency Laws and Minimum Wage Increase on the Horizon

September 13, 2022

Think FAST: California Enacts Fast Food Accountability and Standards Recovery Act

August 17, 2022

Preparing Ticket Seller Sites for NY Fee Transparency Law

Law360

July 20, 2022

New York State to Require Transparent Pricing for Live Events

April 29, 2022

NYC Pushes Back Wage Transparency Law to November 1, 2022

April 1, 2022

NYC Issues Guidance Related to Salary Transparency in Job Advertisements

March 22, 2022

New York No Longer Considers COVID-19 a Serious Risk of Harm to the Public Under the HERO Act

March 21, 2022

New York Broadens Its Prohibition on Retaliation, Will Develop Sexual Harassment Hotline

March 1, 2022

Mayor Adams to Drop 'Key to NYC's' Vaccination Requirements

January 7, 2022

NYC Will Require Bias Audits of Automated Employment Tools

January 6, 2022

NY State Adopts CDC Guidelines for General Population, Reduces COVID-19 Isolation Time

December 29, 2021

New York Finalized Its Paid Sick Leave Rules – Is Your Policy in Compliance?

December 29, 2021

Workplace Safety Committees Defined in Proposed Regulations for New York State's HERO Act

December 27, 2021

New York State Reduces COVID-19 Isolation Time for Certain Critical Workers

December 20, 2021

NYC Employers Must Soon Include Salary Information in Job Postings

December 17, 2021

FAQs: Employer Obligations Following the Recent Spike in Omicron/COVID-19 Cases in New York City

December 16, 2021

NYC Extends Worker Vaccination Mandate to Most Private Employers

December 14, 2021

Major Updates Made to the Key to NYC Vaccination Requirements

December 8, 2021

Minimum Wage and Other Credit and Payment Increases for Some New York Employers

December 3, 2021

Some NYC Employers Must Soon Report Unionization Efforts

November 1, 2021

Final Tip Credit Rules Released by Labor Department

October 5, 2021

An Overview of the Key to NYC Vaccine Mandate Program

September 28, 2021

Tip and Wage Violations by Employers Will Lead to More Penalties Under New DOL Rule

September 24, 2021

New York City Passes Sweeping Food Delivery App Laws

September 9, 2021

NYC Says Masking, Testing Not a Valid Accommodation for Vaccines

September 7, 2021

Employers Must Implement Disease Exposure Prevention Plan Pursuant to NY Hero Act

September 2, 2021

Reasonable Accommodations and the Key to NYC Vaccine Mandate

August 26, 2021

Further Updates to the Key to NYC Vaccination Requirements – Fast Food Workers, Houses of Worship, Outdoor Dining

August 23, 2021

Updates to 'Key to NYC' Vaccine Mandate: Nonresident Contractors Must Now Be Vaccinated

August 18, 2021

NYC Issues Guidance on Accommodations for 'Key to NYC' Vaccine Mandate

August 18, 2021

Update on 'Key to NYC' Requirements – Proof of Identification Required

August 16, 2021

NYC Issues Details of Vaccine Mandate for Indoor Dining, Gyms and Entertainment Venues

August 2, 2021

New York Restaurants and Bars Urged to Mandate Proof of Vaccination for Guests, Employees and Vendors

July 21, 2021

Labor & Employment Considerations for the Post-Pandemic New York Hospitality Employer

July 9, 2021

New York Releases Model Airborne Infectious Disease Prevention Plans

June 21, 2021

DOL Proposes Rules to Limit 'Side Work' for Tipped Employees and Regulate Tip Credits

June 17, 2021

Connecticut to Require Disclosure of Employee Wage Ranges, Expand Pay Equity Law

June 16, 2021

New York State Lifts COVID-19 Restrictions for Restaurants, Most Industries

May 19, 2021

What the New CDC Mask and Vaccine Rules Mean for New York Restaurants

May 6, 2021

Resource: Checklists and Compliance Tips for New York City Hospitality Employers

April 30, 2021

DOL OKs Nontraditional Tip Pooling, Will Study Modifications to 80/20 Rule

April 23, 2021

New York's HERO Act to Impose New Workplace Health and Safety Protections

March 12, 2021

New York Senate Bill Mandates Safety Standards to Curb COVID-19

March 9, 2021

Senate Passes \$28.6 Billion in Restaurant Relief

December 24, 2020

United States Department of Labor Issues Final Rule on Employee Tips

December 21, 2020

New York City Council Ends At-Will Employment for Fast Food Workers

December 14, 2020

NY Employer Reminder: 2021 Wage Increases and More

December 11, 2020

NY Department of Labor Proposes Regulations for New Paid Sick Leave Law

October 26, 2020

FAQs Released for New York State Sick Leave Law

September 25, 2020

NYC Passes Displaced Hotel Service Workers and Hotel Service Disruption Notification Act

September 17, 2020

New York City Restaurants May Add a COVID-19 Recovery Charge to Patrons' Bills

September 10, 2020

NYC Indoor Dining: Limited Reopening Is Allowed Under Strict Safety Measures

September 4, 2020

NY Employers: WARN Notices May Be Required if Furloughs and/or Layoffs Extend Beyond Six Months

August 18, 2020

New Jersey's Rules for Tipped Employees

June 4, 2020

Hospitality Employers Get More Options for Loan Forgiveness in Paycheck Protection Flexibility Act

June 4, 2020

Back to Business: NY Interim Guidance for Outdoor and Takeout/Delivery Food Services

May 22, 2020

Back to Business After COVID-19: Employment Requirements for Retail Stores in New York State as Part of a Phase 1 Reopening

May 19, 2020

Determining COVID-19 Leaves of Absence: A Guide for New York City Employers

May 9, 2020

COVID-19 Reopening Tips for New York City Restaurants

May 4, 2020

OSHA Issues New Safety Guidelines for Restaurants

April 24, 2020

Warming Up to Employee Temperature Checks: Employer Guidance From the EEOC and NYC

April 20, 2020

What New York Employers Need to Know About Unemployment Insurance Under the CARES Act

April 20, 2020

10 COVID-19 Workplace Considerations for Employers

Hotel Management

April 17, 2020

Back to Business After COVID-19: Legal Considerations When Rehiring Employees

April 14, 2020

New York State Orders Essential Businesses to Provide Masks to Public-Facing Employees

April 8, 2020

Reminder: NY Employers Must Provide Specific Unemployment Benefits Notice to Separated and Furloughed Employees

April 6, 2020

New York State Enacts Paid Sick Leave Requirements

March 18, 2020

Key Reminders About Paid Sick Leave Laws for NYC and Westchester Employers

March 5, 2020

Coronavirus – Workplace Considerations for Employers

March 2, 2020

Coronavirus – Workplace Considerations for Hospitality Employers

January 24, 2020

Top Three Issues for the 2020 New York Hospitality Workplace

Total Food Service

January 3, 2020

New York State Enters 2020 With Key Labor and Employment Law Changes

December 6, 2019

NYC Considers Sexual Harassment Liability of Co-Working Spaces

December 3, 2019

Minimum Wage Increases and Other New Year Reminders for New York Employers

November 27, 2019

New York State Bans Discrimination Based on Reproductive Health Decisions

November 4, 2019

Must Gift Cards Be in Braille? Restaurants and Retailers Targeted in Latest Wave of ADA Litigation

October 8, 2019

New Labor Regulation Would Allow Nontraditional Tip Pooling

August 2, 2019

Chicago's Fair Workweek Law Mandates Predictive Scheduling

June 27, 2019

New York State Passes Salary History Ban

June 25, 2019

NY Equal Pay Act Will Cover All Protected Characteristics

June 24, 2019

NY Passes Sweeping Employee Wage Lien Bill

June 21, 2019

NY Passes Dramatic Amendments to Workplace Discrimination Laws

June 19, 2019

Don't Freeze Up: Know What to Do When ICE Comes Knocking

May 28, 2019

Connecticut Charts Path to Increase Minimum Wage to \$15

May 22, 2019

Update: NYC Protections for Reproductive Health Decisions Now in Effect

May 20, 2019

Westchester County Adopts Mandatory Paid Safe Leave Law

May 6, 2019

What Can Employers Do About the Measles Outbreak?

April 15, 2019

Westchester County Mandatory Paid Sick Leave Law Now in Effect

April 10, 2019

NY Employers Must Increase Paid Leave for All Voters

April 3, 2019

Washington State Issues New Guidance on Tips, Tip Pools and Service Charges

March 7, 2019

Effective Soon: NYC Employers Must Provide Lactation Rooms and Related Written Policies

March 7, 2019

NY Department of Labor Shelves Proposed Scheduling Regulations

March 7, 2019

Preparing for Philadelphia's Fair Workweek Employment Ordinance

February 22, 2019

Workplace Hairstyle Policies May Be Discriminatory, NYC Warns

February 19, 2019

NY City Commission on Human Rights Adopts Rules on Gender Identity and Expression

February 14, 2019

DC Employers Must Comply with New Obligations To Continue Taking a Tip Credit

January 24, 2019

New York City Enacts Protections for Employees' Sexual and Reproductive Health Decisions

January 24, 2019

New York State Legislature Passes New Bill Banning Transgender Discrimination

January 9, 2019

New York State Mandates Diaper Changing Stations in Both Men's and Women's Public Restrooms

December 14, 2018

The New York State Department of Labor Issues Proposed Employee Scheduling Regulations

December 11, 2018

Suffolk County Bans Salary History Inquiries and Consideration

November 30, 2018

NYC Issues Guidance to Employers on Sexual Harassment Training and Notice Requirements

November 21, 2018

In Washington DC, Employers Face New Training, Notice, and Reporting Obligations

Hospitality and Labor & Employment Alert

November 12, 2018

Minimum Wage Increases and Other New Year Reminders for New York Employers

Hospitality and Labor & Employment Alerts

November 9, 2018

FLSA 80/20 Rule Redefined for Employers Taking the Federal Tip Credit

Hospitality and Labor & Employment Alert

November 2, 2018

Westchester County Adopts Mandatory Paid Sick Leave Law

Hospitality and Labor & Employment Alert

November 1, 2018

New York City Mandates Workplace Lactation Rooms

Labor & Employment Alert

October 17, 2018

NY Issues Foreign Language Workplace Materials on Sexual Harassment Prevention

Hospitality Alert

October 2, 2018

NY State Issues Final Sexual Harassment Policy and Materials

September 26, 2018

New York City Employers Must Document Reasonable Accommodations

Hospitality and Labor & Employment Alert

August 27, 2018

New York State Finally Releases Draft Sexual Harassment Policy, Complaint Form and Training

Hospitality Alert

August 10, 2018

New York City Employers Must Post and Distribute Anti-Sexual Harassment Notices

Hospitality Alert

August 1, 2018

New York City Employers Must Post Notice of Rights Under New Temporary Schedule Change Law

Hospitality Alert

July 11, 2018

New York City Employers Required To Accommodate Temporary Schedule Change Requests

July 9, 2018

New York – Sexual Harassment Prevention Reminders

June 25, 2018

Washington DC Electorate Votes To Eliminate Tip Credit

Hospitality and Labor & Employment Alert

May 22, 2018

U.S. Supreme Court Upholds Use of Class Action Waivers in Employee Arbitration Agreements

Labor & Employment Alert

April 13, 2018

New York City Enacts Sexual Harassment Prevention Requirements

April 5, 2018

New Sexual Harassment Prevention Requirements for New York Employers

February 15, 2018

House Votes To Amend the ADA To Provide Businesses With Notice and Cure Period

Hospitality Alert

January 29, 2018

Be Advised: Lewd Phone Calls Targeting the Restaurant Industry

January 11, 2018

New York City Council Expands Employer Obligations for Reasonable Accommodations

Hospitality Alert

January 9, 2018

New York Makes It Unlawful To Misrepresent Dogs as Service Animals

November 21, 2017

New York Employers – Minimum Wage Increases and Other Reminders for the New Year

Hospitality Alert

November 10, 2017

New York City Expands Earned Sick Time Act To Assist Employees and Family Members Who Are Crime Victims

Hospitality Alert

November 7, 2017

New York Issues Model Paid Family Leave Forms

Hospitality Alert

October 26, 2017

What Employers Need To Know About NYC'S New Ban On Inquiries Into Salary History

September 13, 2017

What Businesses Should Know About Website Accessibility Lawsuits Under the ADA

Alert

June 2, 2017

'Fair Work Week' Legislation Will Significantly Impact Fast Food and Retail Employers

Hospitality Alert

March 9, 2017

New York Publishes Proposed Regulations for Implementation of New Family Leave Law

Hospitality Alert

February 22, 2017

NYC's 'Freelance Isn't Free' Act Takes Effect May 15: Beware of the Independent Contractor

Hospitality Alert

December 15, 2016

Properly Implementing the Upcoming New York Wage Increases for Tipped Employees

Hospitality Alert

November 10, 2016

New York Proposes Increase to Minimum Salary Level for Exempt Employees

Labor & Employment Alert

November 10, 2016

New York City Passes the 'Freelance Isn't Free' Act

Labor & Employment Alert

August 5, 2016

A Glimmer of Hope? NY Court Agrees Accessible Entrance Would Be Structurally Infeasible

Labor & Employment Alert

July 27, 2016

NYC Mayor de Blasio Issues Controversial 'Labor Peace' Order Affecting Certain Development Projects in New York City

Labor & Employment Alert

June 22, 2016

New York Proposes Additional Regulations Concerning How Employers Can Pay Employees

Labor & Employment Alert

May 18, 2016

It Could Have Been Worse: U.S. Department of Labor Increases the Salary Level Necessary for Employers To Classify Employees as Exempt From Overtime

Labor & Employment Alert

February 8, 2016

EEOC's Proposed Mandate of Compensation Reporting Would Increase Burden on Employers

Labor & Employment Alert

January 25, 2016

New York City Commission on Human Rights Issues Guidance on Gender and Transgender Discrimination

Labor & Employment Alert

Events

May 19, 2026

Where Our Industry Stands Now

NYC Midtown East

March 24, 2026

Immigration Update for NYC Hospitality Employers

Webinar

March 23, 2026

Privacy Protection for Hospitality Employers

Webinar

March 9, 2026

HR Hot Topics for 2026

Javits Center

February 11, 2026

A Conversation About Mentors and Allies in Today's Workplaces

Marsh McLennan Agency

November 18, 2025

Year-End Roundup for NYC Hospitality Employers

New York, NY

November 6, 2025

Resolving Class Actions With Mediation

Webinars

July 24, 2025

Immigration Update for NYC Hospitality Employers

Webinar

April 2, 2025

Everything Restaurant Operators Need to Know About I-9 Compliance

Webinar

March 24, 2025

Strategies for HR and Workforce Development in the Restaurant Industry

Jacob Javits Convention Center

March 6, 2025

Immigration Law Update: ICE Raids, I-9s & Visa Sponsorship

February 6, 2025

Immigration Update for NYC Hospitality Employers

June 13, 2024

Beat the Heat & Legal Headaches: Hiring Minors for Summer

Webinar

March 3, 2024

Building a Restaurant That Retains a Talented Workforce and Earns Rave Reviews

Jacob Javits Convention Center

December 14, 2023

A Year-End Roundup for NYC Hospitality Employers

Webinar

December 7, 2023

HR & Law: Demystifying Trending Labor Laws

Webinar

October 12, 2023

Redefining Accountability Through Moral Imagination - The Need for a Collaborative Approach to Violence Prevention in Public Agencies and Private Sectors

Webinar

September 12, 2023

Restaurant Workplace Update

CohnReznick NYC Office

June 22, 2023

Fox Focus: Labor Management Relations

Webinar

April 22, 2023

Hot Topics Concerning Nightlife Employees and Guests

2023 Sociable City Summit

March 22, 2023

Union Organizing and the NYC Restaurant Industry

Virtual

January 9, 2023

I-9 Compliance Management for NYC Hospitality Employers

Virtual

December 8, 2022

Workplace Hot Topics in the Restaurant Industry

November 3, 2022

Annual Year-End Roundup for NYC Hospitality Employers

Virtual

October 20, 2022

Les Dames d'Escoffier International Annual Conference

Barclay InterContinental Hotel in New York City

September 19-22

PAVE Prevention Summit

Omni Hotel Chicago

April 11, 2022

The State & Future of the Hospitality Workforce

etc.venues

December 9, 2021

A Year-End Roundup for NYC Hospitality Employers

Virtual

November 10, 2021

Hospitality Industry and Labor Concerns: Rehiring Former Employees, Hiring and Discrimination Claims, Wage and Hour Violations, Worker Classification

Virtual

November 8, 2021

New FLSA Tip Rules: Implications for the NYC Employer

Virtual

September 28, 2021

Opus Fireside Chat: Restaurant Compliance in the New Era of Work

Webinar

August 24, 2021

What Hospitality Employers Need to Know About the NYC Vaccine Mandate

Webinar

August 10, 2021

The Recovery Period: New York Employment Law Issues for Hospitality Businesses in a Post-Pandemic World

Webinar

April 27, 2021

A Roadmap for Returning to the Workplace

Webinar

April 7, 2021

Restaurant Law in New York City: COVID-19 Edition

Webinar

February 10, 2021

Surviving the Pandemic - Strategic Planning for a Successful Recovery in the Retail and Hospitality Sectors

Webinar

January 14, 2021

A Path Through the Pandemic: Financial Strategies for the Hospitality Industry

Webinar

January 4, 2021

Still NY: How to Use New Subchapter 5 of Chapter 11 of the Bankruptcy Code to Reorganize a Small Business

Webinar

September 15, 2020

The Return of Indoor Dining: Key Workplace Considerations for Resuming Operations

Webinar

August 11, 2020

Operating in a Pandemic: An Update for Hospitality Employers

Webinar

July 28, 2020

From Protest to Progress: How the Black Lives Matter Movement Can Change the Hospitality Workplace

Webinar

June 25, 2020

Recovery of the Hotel and Restaurant Industries in the United States and Israel After COVID-19

Webinar

June 10, 2020

COVID-19 Legal Update for Hospitality Employers

Webinar

June 9, 2020

Hospitality Industry – Returning to Work: One Step at a Time

Webinar

May 21, 2020

Getting Back to Work: Change, Change and More Change

Webinar

April 29, 2020

New York City Hospitality Update: State of the Industry & Looking Forward

Webinar

March 26, 2020

Hospitality Employer Update: Sick Leave, WARN, Immigration and COBRA in Light of COVID-19

Webinar

March 12, 2020

Coronavirus Concerns for Hospitality and Retail Employers

Webinar

March 6, 2020

Wage & Hour Updates

New York City Bar

December 3, 2019

Employment Law Training: End of Year Recap

CohnReznick

November 15, 2019

Make Your Mark – Luxury and Hospitality Panel

Kimpton Hotel Eventi

November 12, 2019

Hiring People With Criminal Records

Fox Rothschild New York Office

November 6, 2019

Succeeding in a Male-Dominant Legal Field

The Mayfair

October 30, 2019

Tip Pooling and Other Wage and Hour Issues in the Hospitality Industry: New FLSA Amendments

Webinar

October 23, 2019

How to Conduct a Harassment Investigation & Avoid Future Liability

Fox Rothschild LLP

October 7, 2019

Working Lunch Podcast

July 29, 2019

Labor Workplace Culture and Compensation

Union Square Hospitality Group Corporate Office

July 15, 2019

Hospitality Labor Summit

NYIT Auditorium

June 11, 2019

How To Run a Legal, Ethical Business – The Legal Matters That Matter Most

The American Theater

June 6, 2019

Immigration Compliance and Social Security No Match Letters Are Back!

Webinar

June 3, 2019

Restaurant CFO Bootcamp

Hilton Nashville Downtown

May 8, 2019

Succeeding in Male Dominant Environments

Park Lane Hotel New York

March 25, 2019

National HR in Hospitality Conference

The Cosmopolitan of Las Vegas

February 26, 2019

F&B Business Panel at Make Believe

SIXTY LES Hotel

January 23, 2019

New FLSA Amendments: Tip Pooling and Other Wage and Hour Issues in the Hospitality Industry
Webinar

November 12, 2018

Hiring, Retaining and Creating Company Culture
Jacob K. Javits Convention Center

November 1, 2018

SDNY Mediator Training Program
New York, New York

October 10, 2018

Sexual Harassment Prevention Policy Training and Related Guidance Seminar
ADP

October 2, 2018

Tip Pooling and Other Wage and Hour Issues in the Hospitality Industry: New FLSA Amendments
Webinar

August 1, 2018

Hospitality Employment Law Liability Training
Yelp Office

June 12, 2018

Real Time Crisis Management
College of Charleston

June 11, 2018

Keeping HR Human, Legal & Resourceful
College of Charleston

June 11, 2018

Pitch It!
College of Charleston

May 8, 2018

HFTP New York City Chapter Meeting Education Day
The Radisson Martinique at Broadway

May 1, 2018

Harassment, Health & Supporting Employees
ADP

April 26, 2018

When Harassment Comes From the Top
Bell Harbor International Conference Center, Seattle

March 12, 2018

Avoiding Sexual Harassment in the Restaurant Industry
Academic Building

March 10, 2018

Generational Perspectives on Sexual Misconduct and Harassment at Work
King-Shaw Hall

October 27, 2017

Everything You Wanted to Know About Tipping and Other Things Learned From Working Both Sides of the Bar

Omni Orlando Resort at Championsgate

June 27, 2017

Americans With Disabilities Act Seminar

NYIT

June 15, 2017

Immigration Seminar

ADP Office

June 13, 2017

Labor Laws/Low Wage Work

Courtyard by Marriott Charleston Historic District

June 12, 2017

Navigating The Set Up of Business

Courtyard by Marriott Charleston Historic District

June 12, 2017

Onboarding and Managing Staff – The Management of HR and Employment Laws

Courtyard by Marriott Charleston Historic District

March 27, 2017

The 'Unconference:' FLSA Legal Think Tank

ARIA Resort & Casino

March 27, 2017

The New Wage and Hour Regulations

ARIA Resort & Casino

March 27, 2017

'Hospitality Included' – One Year In

ARIA Resort & Casino

March 24, 2017

Opening a Restaurant in New York City: Legal Issue Bootcamp

February 28, 2017

State of the Industry Summit

B.B. King Blues Club & Grill

December 7, 2016

Employment Law: Year End Round Up

Hill Country - Boot Bar

November 15, 2016

NYC Hospitality Alliance - Wage & Hour Law Update for Hospitality Employers

Jacob K. Javits Convention Center

November 15, 2016

NYC Hospitality Alliance - Restaurant Employment Law Updates

Jacob K. Javits Convention Center

October 10, 2016

FLSA: Understanding Labor Law Changes

October 5, 2016

Anatomy of a Wage & Hour Lawsuit

September 28, 2016

TechTable Summit

July 19, 2016

Navigating Thorny Wage and Hour Issues in the Hospitality Industry

Live Webinar

March 22, 2016

4th Annual F&B Business Panel

American Cut Midtown

March 14, 2016

National HR in Hospitality Conference & Expo

Talking Stick Resort

March 11, 2016

Prosecuting and Defending Wage and Hour Cases

New York City Bar

March 2, 2016

The Tipping Conference

NYIT Auditorium on Broadway

January 27, 2016

A Hospitality Industry Roundtable

CohnReznick LLP - New York Office

News

March 19, 2026

People in the News

December 17, 2025

Carolyn Richmond Honored by New York Business Journal

December 15, 2025

2025 Women of Influence Honorees

October 22, 2025

New York Business Journal Unveils 2025 Women of Influence Honorees

September 2, 2025

Distinguished Leader

July 7, 2025

Carolyn Richmond Named a Distinguished Leader Honoree by New York Law Journal

July 1, 2025

Announcing the Finalists and Honorees of the 2025 New York Legal Awards

June 5, 2025

Fox Rothschild Attorneys Nationwide Selected to 2025 Chambers USA List

March 7, 2025

How Fears of ICE Raids Are Affecting Restaurant Workers: 'We Have to Always Be Alert'

December 6, 2024

Carolyn Richmond Receives AJC Visionary Leadership Award

September 25, 2024

How Have the Rules for Paying Servers Changed? Here's a Primer

August 30, 2024

Legal Battles Cloud Tipped Wage Limits After Fifth Cir. Ruling

August 14, 2024

NYC Hotel License Bill Rattles Hospitality Industry

July 25, 2024

Coffee and Compliance Webinar: Navigating Minor Employment Laws and Best Practices

April 29, 2024

Effective Leadership in a Multi-Generational Hotel Environment

February 12, 2024

Neiman Marcus Rocked by Accusations That CEO Hires 'Mostly Gay or European Men' and 'White and Asian Women' for Top Posts

December 25, 2023

Has Gratuity Culture Reached a New Tipping Point?

October 26, 2023

A Lodging DEI Chat with Carolyn Richmond

August 4, 2023

NYC Makes Outdoor Dining Permanent — Except in Winter

May 9, 2023

Law360's 2023 Hospitality Editorial Advisory Board

March 27, 2023

NYC Restaurants Eye Long Wait for Law on Outdoor Dining

November 9, 2022

Insights From NYC's Most Sought-After Hospitality Attorney

January 25, 2022

Uncle Jack's Steakhouse Wants You to Tip the Kitchen Staff

December 30, 2021

The Great Resignation is 'Truly a Defining Moment' for Food Services, but it May Not Result in Better Restaurant Jobs

October 1, 2021

Why Some Restaurants Have Added Security Amid New COVID Policies

September 21, 2021

Carolyn Richmond Speaks on New Video Related to Vaccination Identification Incident at Carmine's

August 8, 2021

NYC Restaurants Face a New Struggle as Indoor Venues Become Vaccinated Only Zones

June 29, 2021

NYC Council May Permanently Cap Food Delivery App Fees

May 19, 2021

Unemployment Checks Are Shrinking Fast in Nearly Half of US States

March 11, 2021

Biden OKs \$28.6B In COVID-19 Restaurant Relief Funds

March 3, 2021

NYC Restaurants Weigh Implications of Mandatory Vaccine Requirements

February 17, 2021

N.Y. Restaurant Fires Waitress Who Wouldn't Get Covid-19 Vaccine

January 28, 2021

How Restaurants are Bringing Tech to the Table in 2021

January 3, 2021

Hospitality Trends And Cases To Watch In 2021

January 3, 2021

New Jersey Regulation And Legislation To Watch In 2021

October 18, 2020

Furloughed B&H Workers Accuse Company of Discrimination

October 2, 2020

Staff, Guests Focus of New NYC Mandate for Hotel Buyers

September 29, 2020

Interview: Harry Katz Speaks With Carolyn Richmond On The Impact Of COVID-19 On The Hospitality Industry

May 29, 2020

How Do You Know if Your Hotel Room Is Really Clean Amid Coronavirus?

May 28, 2020

What Will Make Restaurants Feel Safe in the COVID-19 Era?

May 22, 2020

Yes, You Can Take Your Employee's Temperature

May 12, 2020

Paycheck Protection Program Adding Burden For Some Restaurant Owners

March 27, 2020

'White-Collar Quarantine' Over Virus Spotlights Class Divide

March 16, 2020

Local Small Businesses Face Unprecedented Crisis

March 11, 2020

Hospitality Attys On High Alert As Coronavirus Fears Spread

March 5, 2020

A Guide For Waiters and Restaurants Navigating Coronavirus

December 4, 2019

Top Women in Metro New York Foodservice & Hospitality 2020

September 25, 2019

DOL (Finally) Finalizes Overtime Rule

September 16, 2019

Bringing Equality Laws To Life

August 28, 2019

On the Ground or in the Skies, Animals Can Raise Comp Claims

August 23, 2019

Hiring Is Very Hard for Restaurants These Days. Now They May Have To Fire.

August 21, 2019

What the Proposed Overtime Changes Mean for Employers

June 17, 2019

NYC Celebrity Chef Tip Suit Settles For \$10K

May 29, 2019

What HR Can Do About The Measles- And What It Can't

May 15, 2019

Feds' ID Verification Letters Frighten Eateries, Hotels That Hire Immigrants

February 13, 2019

Restaurants Actually Hate Valentine's Day

December 5, 2018

Carolyn Richmond Named 2019 Groat Award Recipient by Cornell University

December 4, 2018

Top Women in Metro New York Foodservice & Hospitality 2019

August 24, 2018

Hospitality Cases and Trends To Watch for the Rest of 2018

July 22, 2018

Path to Partner

June 18, 2018

Fox's Carolyn Richmond Named Among the 'Most Powerful Employment Attorneys'

February 12, 2018

Pharrell Williams Sued Over Website That Isn't Blind-Friendly

January 23, 2018

Steakhouse Owner Ripped Over Objection To Rising Minimum Wage

December 13, 2017

Ken Friedman's Times Takedown Details Key Problems Facing the Industry

December 12, 2017

Top Women in Metro New York Foodservice & Hospitality 2018

October 24, 2017

Lack of HR in John Besh Restaurants Seems an Anomaly for New Orleans Food Companies Its Size

October 23, 2017

John Besh Leaves BRG Amid Sexual Harassment Allegations

October 17, 2017

The Hospitality Industry Continues To Respond To New Security Challenges

July 11, 2017

Lawyers Cash in on Suits Demanding ADA-Compliant Web Sites

May 30, 2017

Carolyn D. Richmond Q&A

December 5, 2016

This Is What You Need To Do in the Wake of the Overtime Injunction

November 29, 2016

New York's Proposed Overtime Overhaul Would Give Restaurant Workers Hefty Raises

October 26, 2016

With Wages Climbing, NYC Restaurants May Add Hefty New Fees

June 6, 2016

How To Handle Negative Employees

June 2, 2016

Hospitality Industry Will Have to Weigh Options in Wake of Overtime Rule

May 31, 2016

Six Legal Land Mines That Could Sink Your Business

May 18, 2016

Industry Expects Costs and Complications From New Overtime Rules

May 18, 2016

Salary Threshold in New Overtime Rules Lowered

May 9, 2016

Is It Time to Rethink Sexual Harassment Training?

May 1, 2016

Restaurant Business: Take the No-Tipping Plunge

April 21, 2016

Should Restaurants Deduct Credit Card Transaction Fees From Server Gratuities?

February 15, 2016

Party of 10? You May Not Get Service With a Smile

January 4, 2016

NYC Restaurant's 2-Percent 'Surcharge Mandates' Raise Eyebrows