



# Timothy A. Gumaer

Counsel

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Tim dedicates his practice to labor and employment litigation and counseling. He represents employers of all sizes throughout multiple jurisdictions on a wide spectrum of employment law issues, including discrimination, retaliation and harassment claims, and wage and hour disputes. His practice includes the defense of employers in single-plaintiff and class/collective litigations.

## Services

- Labor & Employment
- Labor Management Relations

## Before Fox Rothschild

Prior to joining Fox, Timothy worked as Assistant Corporation Counsel in the New York City Law Department, Labor & Employment Division. He also served as a law extern for the Office of the Principal Legal Advisor for the Immigration and Customs Enforcement, Department of Homeland Security. He has experience as an intern in the Employment Law Division of the New York City Human Resources Administration and a paralegal handling toxic tort litigation for a New York City law firm.

In law school, Timothy was the Executive Editor of the *Tulane Journal of International and Comparative Law*.

## Bar Admissions

- New York
- District of Columbia
- Massachusetts

## Court Admissions

- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York
- U.S. District Court, Northern District of New York
- U.S. District Court, District of Massachusetts

## Education

- Tulane University Law School (J.D., 2018)
- New York University (B.A., *cum laude*, 2014)

## Publications

February 24, 2026

**Employment Law for the New York Hospitality Employer**

December 16, 2025

**Large NYC Employers Face New Pay Data Reporting Requirements**

June 16, 2025

**Washington, DC Pauses Upcoming Increase to the Tipped Minimum Wage**

January 2025

**Employment Law for the New York Hospitality Employer**

September 10, 2024

**New York Retailers Face New Workplace Safety, Violence Prevention Requirements**

February 13, 2024

**Washington, DC, Enacts Wage Transparency Law**

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**

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**

September 19, 2023

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

April 10, 2023

**NYC Publishes Final Rules for Use of Automated Employment Decision Tools**

December 16, 2022

**End of Year Deadlines for D.C. Employers Who Take a Tip Credit**

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 27, 2022

**Employers Must Post EEOC's New 'Know Your Rights' Poster**

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**

May 25, 2022

**US Supreme Court Ruling Is a Warning to Employers to Promptly Enforce Right to Arbitration**

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 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 27, 2021

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

December 16, 2021

**NYC Extends Worker Vaccination Mandate to Most Private Employers**

December 3, 2021

**Some NYC Employers Must Soon Report Unionization Efforts**

November 1, 2021

**Final Tip Credit Rules Released by Labor Department**

September 24, 2021

**New York City Passes Sweeping Food Delivery App Laws**

September 7, 2021

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

August 2, 2021

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

July 26, 2021

**NYC Imposes New Limits on Use of Criminal History in Hiring and Employment**

July 21, 2021

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

June 29, 2021

**New York to Offer Gender-Neutral Designation on Driver's Licenses**

May 14, 2021

**NYC Will Require Mandatory Retirement Savings for All Private Sector Employees**

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**

April 16, 2021

**Department of Labor Issues Guidance, Model Notices for COBRA Premium Subsidies Under the American Rescue Plan Act**

March 9, 2021

**Senate Passes \$28.6 Billion in Restaurant Relief**