WIGGIN
WIGGIN AND DANA



Daniel J. LaRose

COUNSEL

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Daniel is Counsel in Wiggin and Dana's Labor, Employment and Benefits Department.

A seasoned litigator, Daniel represents employers in federal and state courts, various arbitration forums, and before administrative agencies such as the Equal Employment Opportunity Commission, New York State Division of Human Rights, New York City Commission on Human Rights, and Department of Labor. He regularly litigates and counsels employers regarding claims of discrimination, retaliation, accommodation, harassment, restrictive covenants, compensation disputes, whistleblower, and wage and hour matters.

In addition to litigation, Daniel provides a broad range of counseling services, including internal investigations, guidance through administrative investigations and hearings, diligence in corporate matters, conducting employee trainings, and the drafting of employment agreements, separation agreements, company policies, and employee handbooks. His counseling assists employers with long-term compliance with federal, state, and local employment laws and helps human resources professionals navigate complex day-to-day employee relations challenges for the life of the employer-employee relationship, from hire through separation. Daniel guides clients on a wide range of personnel issues including employment applications and agreements, background checks, restrictive covenants, collective bargaining agreements, personnel policies, employee handbooks, workplace investigations, accommodations, leaves of absence, performance management, discipline, reductions in force, furloughs, separation agreements and terminations.

Daniel also represents employers in traditional labor matters, including labor arbitrations and unfair labor practice charges before the National Labor Relations Board.

Prior to joining Wiggin, Daniel was an Associate at a boutique management-side labor and employment law firm, and an Assistant Corporation Counsel representing the City of New York in labor and employment matters.

Following graduation from law school, Daniel served as a law clerk for The Honorable E. Thomas Boyle of the U.S. District Court for the Eastern District of New York.

Daniel earned his J.D. from the University of Pennsylvania and he received his Bachelor of Arts degree from Hofstra University.

Education

- University of Pennsylvania Law School (J.D.)
- Hofstra University (B.A.)

Bar Admissions

- New York
- New Jersey

Court Admissions

- US District Court (Southern District of New York)
- US District Court (Eastern District of New York)
- US District Court (District of New Jersey)
- US Court of Appeals for the Second Circuit
- US Supreme Court

Memberships and Affiliations

Federal Bar Council, Inn of Court

Publications

April 24, 2024
Three Major Initiatives: New York's Paid Prenatal Leave, DOL's Overtime Pay Expansion and FTC's Ban of Non-Compete Agreements