FORDHARRISON

RICHARD BAHRENBURG

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Richard Bahrenburg represents management clients in all manner of matters involving labor and employment law.

Richard is a seasoned labor and employment attorney with over a decade of extensive litigation and appellate experience. Having tried multiple cases to jury verdict, Richard brings deep courtroom expertise to his practice, ensuring clients receive steadfast representation and at every stage of legal proceedings.

His diverse background—spanning in-house counsel at the New York City Legal Department and private practice at a multinational boutique law firm—provides him with a comprehensive understanding of the challenges employers face and the legal strategies necessary to address them. As an appellate lawyer, Richard navigates complex legal issues with precision, crafting compelling arguments that uphold his clients' interests.

Richard has represented employers across administrative, state, federal, and arbitration proceedings on matters including wage and hour disputes, discrimination claims, and retaliation cases. He also provides proactive counsel on employment law compliance, covering a wide range of workplace regulations, including substantial experience in Americans with Disabilities Act (ADA) compliance and accommodations, Family and Medical Leave Act (FMLA) matters, Title VII, privacy regulations, workforce restructuring, handbook development, background checks, WARN notices, employee training, and employee performance management.

Beyond legal advocacy, Richard works closely with clients to guide them through difficult HR situations, offering strategic support on sensitive employment matters. His approach is anchored in his unwavering commitment to the best interests of his clients, ensuring thoughtful, real-world pragmatic solutions in all aspects of case management.

Richard is a member of the Leadership Counsel on Legal Diversity, underscoring his dedication to fostering diversity and inclusion within the legal profession.

EDUCATION

- Georgetown University Law Center (J.D., 2014)
- Stony Brook University (B.A., 2010)

BAR ADMISSIONS

- New York

COURT ADMISSIONS

- U.S. Supreme Court
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Northern District of New York

While attending Georgetown Law, Richard was a Pro Bono Scholar, a Quarter-Finalist in the 43rd Annual Leahy Moot Court Competition, and an Editorial Board Member of the Georgetown Journal of Gender and the Law.

Outside of his legal practice, Richard is an avid long-distance cyclist. Each year, he rides from Boston to New York City to raise funds for charitable causes and essential services that support those in need across NYC.

Representative Experience

- Successfully litigated an appeal at the Second Circuit Court of Appeals regarding a complex employment issue.
- Received favorable jury verdicts following civil jury trials in both the Southern and Eastern Districts of New York.
- Reached favorable settlement agreements in multiple class/multi-party actions.

Honors & Awards

- *The Best Lawyers in America: Ones to Watch,* Labor and Employment Law - Management, and Litigation - Labor and Employment (2024-2025)
- Leadership Council on Legal Diversity (LCLD), 2024 Pathfinder

News & Insights

- October 16, 2026 - EEOC Response Deadlines May Be Shrinking: What Employers Need to Know About the 15-Day Trend
- June 01, 2026 - Supreme Court Expands FAA Transportation Worker Exemption
- April 23, 2026 - U.S. Supreme Court Declines Review in Bivens v. Zep: What the Ongoing Split Means for Employers
- March 09, 2026 - EEOC Issues Guidance on Telework as a Reasonable Accommodation
- February 16, 2026 - New York "Trapped at Work Act" Amended to Change Effective Date and Resolve Ambiguities

Events

- October 30, 2026 - New York's New Personnel File Access

Law: What Employers Need to Know — Complimentary Webinar

- June 24, 2026 - FordHarrison Tri-State Employment Law Update for 2026 — Complimentary Webinar
- February 06, 2026 - New York's "Trapped at Work Act": What Employers Need to Know About Training Repayment Agreements
- October 23, 2025 - The Real-World Workplace Implications of Virtual Content in the Age of Social Media
- September 13, 2023 - Impact of Recent Legislation on DEI Programs - Complimentary Webinar

Offices

- *New York:*
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