SQUIRE PATTON BOGGS

Paul Erian

Of Counsel

New York
T +1 212 872 9829

New Jersey
T +1 973 848 5600

paul.erian@squirepb.com



About Paul

Paul Erian maintains a full-service labor and employment practice that includes litigating complex matters on behalf of employers and senior executives, counseling national and global companies on compliance with federal, state and local employment laws and regulations, and advising on employment-related aspects of corporate transactions, including for technology, media, retail, life sciences and manufacturing companies.

Paul has extensive experience defending employers in a wide range of employment disputes, including discrimination, harassment, retaliation, non-compete, and wage and hour cases before state and federal courts, administrative agencies and alternative dispute resolution bodies. He conducts sensitive internal investigations of alleged misconduct and works closely with stakeholders to implement effective litigation and litigation-avoidance strategies. Paul has secured significant victories for clients in federal and state courts, including the full dismissal of discrimination and retaliation lawsuits.

Paul also serves as a trusted advisor to emerging and established companies on day-to-day employment issues arising under federal, state and local laws. He partners with employers to understand their business objectives, shape their workplace policies and procedures, and craft efficient solutions to complex employment problems. Paul regularly advises clients on issues relating to hiring, terminations, preventing and responding to discrimination and harassment, internal investigations, wage and hour compliance, accommodations, leaves of absence, employee mobility and trade secret protection.

Experience

- Successfully obtained the dismissal of all claims on behalf of a glass and metal manufacturer in a matter of first impression involving accommodations for an employee's use of medical marijuana.
- Successfully obtained summary judgement on behalf of a national hospitality chain with respect to all claims asserted by over 400 employees in a nationwide collective action alleging wage violations.
- Successfully obtained an arbitration award enforcing restrictive covenants against a former high-level executive on behalf of a multinational industrial and retail company.
- Representing a global media organization in multiplaintiff gender and race discrimination claims in state and federal court.
- Representing employers in restrictive covenant litigation in technology, financial services, marketing, and retail industries.

Credentials

Education

- Benjamin N. Cardozo School of Law, J.D., 2009
- Boston College, B.A., 2004

Admissions

- New York, 2013
- New Jersey, 2011

Expertise

Services

- Labor & Employment

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.