

Littler Adds Renowned Global Employment Lawyer

Employment and labor law firm **Littler** has added Donald C. Dowling Jr. as a shareholder in the New York office. Previously a partner with K&L Gates and prior to that a partner with White & Case, Dowling joins Littler with extensive experience counseling U.S.-based multinational companies on cross-border employment issues.

“As we continue to expand our global platform, adding lawyers like Don with deep experience counseling multinational employers on regulatory and compliance issues is an important part of our growth strategy,” said Tom Bender and Jeremy Roth, co-managing directors of Littler, in a joint statement.

Peter Susser, chair of Littler’s International Employment Law Practice Group added: “Don is among the world’s leading lawyers advising U.S.-based companies on outbound international labor and employment laws. He will provide valuable counsel to our clients as they navigate an increasingly complex legal and regulatory landscape with regard to operating across borders.”

In a release, the firm said Dowling provides counsel on global employment law matters, including codes of conduct and HR policies that guide operations in multiple jurisdictions, international compensation and benefits issues, whistleblower hotlines, and cross-border internal investigations and HR compliance audits. He regularly advises clients on employment matters that arise with international restructurings, reductions in force, mergers, acquisitions, and outsourcing. Additionally, Dowling helps clients properly engage independent contractors overseas, manage expatriate programs, and develop employment agreements and employee handbooks, the firm said.

"I have been counseling U.S.- and foreign-based companies with global operations for many years and have long respected Littler's reputation and capabilities in the global arena," Dowling said. "Littler's growth in recent years, particularly in Europe and Latin America, is impressive and I am excited to join forces with the firm's top-notch international lawyers, who are among the best in the industry."

Earlier in his career, Dowling served as in-house international employment counsel for a Fortune 500 company in Paris and as an employment law consultant for a global consulting firm. He has delivered hundreds of presentations on international employment law issues in English and Spanish in countries around the world, and regularly publishes articles and teaches courses on a variety of global employment law topics.

Stephan Swinkels, a shareholder who helps lead the development and integration of the firm's international practice, added: "Don has a well-earned reputation globally as a knowledgeable and talented practitioner. His practice nicely complements our approach to serving the wide-ranging needs of the global employer community and we are excited to welcome him to the firm."

Dowling is on the Advisory Board for New York University School of Law's Center for Labor & Employment Law. He was formerly chair of the cross-border HR group, XBHR, and has chaired international employment law committees associated with several bar associations, including the International Bar Association, the American Bar Association, the New York State Bar Association, the Chicago Bar Association and the Cincinnati Bar Association. Dowling is regularly recognized as a leader in labor and employment law by such organizations as Chambers USA, Legal 500, and Who's Who Legal.

Dowling received his J.D. from the University of Florida Levin College of Law and his A.B. from the University of Chicago.

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