

Jordan B. Schwartz

Partner

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📍 [Washington, DC](#)



Jordan B. Schwartz is a Labor & Employment Partner in Conn Maciel Carey LLP's Washington, DC, office.

Jordan advises employers on a wide range of complex employment-related issues and defends companies against claims of discrimination and harassment, misappropriation of trade secrets, and wage and hour violations. Jordan also represents property owners and managers in lawsuits alleging lack of accessibility with Title III of Americans with Disabilities Act (ADA). He practices in a range of different industries and has extensive expertise in the hospitality, club, and retail industries.

Key Services

Americans with Disabilities Act (ADA)

- Advises properties on ADA compliance
- Defends property owners/managers in Title III accessibility claims
- Conducts on-site inspections and policy reviews
- Ensures company websites meet ADA requirements

Wage & Hour Law

- Defends employers in FLSA and state wage and hour claims
- Addresses issues including:
 - Minimum wage and overtime calculations
 - Employee classification (exempt vs. non-exempt)
 - Independent contractor misclassification
 - Meal/rest breaks, tip pooling, automatic gratuities, and service charges

Non-Compete & Trade Secrets

- Litigates **non-compete and non-solicitation agreement disputes**
- Handles trade secret misappropriation and confidential information cases
- Drafts cease-and-desist letters and negotiates restrictive covenants

- Advises on hiring employees bound by post-employment restrictions

Harassment & Discrimination

- Defends against claims of harassment, discrimination, and retaliation based on race, religion, national origin, age, sex, disability, pregnancy
- Guides employers through internal investigations

Employment Counseling

- Advises on day-to-day HR and employment issues, including:
 - Hiring, termination, and separation agreements
 - Executive employment and compensation
 - FMLA and leave compliance
 - Reductions in force and WARN Act compliance
 - Employee handbooks and policies
- Specializes in drug testing policies and marijuana-related workplace issues
- Conducts training on harassment, discrimination, and diversity
- Defended hospitality owners and operators in lawsuits alleging discrimination from brick and mortar accessibility barriers by guests with disabilities under Title III of the ADA.
- Defended retail company in a wage and our class action alleging the failure to properly compensate “manual workers” under New York Labor Law.
- Obtained default judgment against a former employee and new employer for destruction of evidence and misappropriation of company trade secrets.
- Defended hotels, restaurants, and retail stores in lawsuits alleging that their websites were inaccessible and failed to comply with the ADA.
- Defended employer in a lawsuit concerning compliance with child labor, overtime, meal break, and regular rate of pay calculations.
- Defended companies in religious discrimination claims based on the COVID-19 vaccine mandate.
- Defended retail company in a lawsuit alleging sexual harassment, sex discrimination, and retaliation.
- Advised employers on wage and hour compliance and conducted internal and external wage hour audits.

Outside the Office

Jordan lives in the Washington, DC area and is an avid tennis player and golfer.

Speaking Engagements

Jordan regularly speaks to audiences about a broad range of workplace safety issues. Recent invitations have included the following organizations and events:

- Choice Hotels International Annual Convention
- The Hospitality Law Conference
- New England Inns (NEIRA) Annual Conference
- Resort Hotel Association (RHA) Annual Conference

- Club Management Association of America

Jordan also frequently presents on a variety of topics for the firm's [Labor & Employment Webinar Series](#).

Education

- J.D., University of Michigan Law School, 2002
- B.A., Duke University, cum laude, 1999

Admissions

- District of Columbia
- New Jersey
- New York
- U.S. District Court for the District of Colorado
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Maryland
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York