Tanvir H. Rahman

Tanvir Rahman is a Senior Associate at Wigdor LLP. Mr. Rahman, an experienced trial lawyer, focuses his practice representing both plaintiffs and management in the areas of labor and employment law, commercial law, civil rights law, appellate litigation, and complex class action litigation. Mr. Rahman currently manages several multi-plaintiff and high net worth single plaintiff employment discrimination, sexual harassment and retaliation cases, in both federal and state court, and in arbitration. Mr. Rahman also serves as lead counsel for dozens of wage and hour and other types of class action litigations involving employees in a wide range of industries including transportation, restaurant and hospitality, banking, and retail. On the management side, Mr. Rahman has significant experience representing and counseling clients in employment law matters, who have ranged from large, international investment banks to multi-national corporations. Mr. Rahman also has extensive experience in commercial law, including litigating issues concerning breach of contract, enforceability of non-compete/non-solicitation covenants, fraud, negligent misrepresentation, and tortious interference. Mr. Rahman also has substantial experience litigating non-employment civil rights cases, including police brutality, racial profiling, Section 1983 and 1981, and discrimination against retail shoppers.

Publicity and Recognition

Mr. Rahman's cases have garnered significant media attention. His cases are regularly reported in print and online media, including the New York Daily News, New York Law Journal, Law360, Reuters, The Guardian, Huffington Post, Franchise Times, and The Boston Globe. Mr. Rahman's work has also been recognized by Super Lawyers, and he has been named to the New York Metro Rising Stars list four years in a row (2015, 2016, 2017 and 2018). This is a distinction reserved for only 2.5% of the attorneys in the New York Metro area. Mr. Rahman's expertise has also been published in the [New York Law Journal](#).

Notable Outcomes

While the overwhelming majority of the matters litigated by Mr. Rahman on behalf of plaintiffs have resulted in substantial out-of-court, confidential settlements totaling in the tens of millions of dollars, some of Mr. Rahman's most notable publically-disclosable outcomes include:

- $4.65 Million settlement in nationwide wage and hour class and collective action on behalf of loan officers of major bank;

- $3.5 Million settlement in wage and hour class and collective action on behalf of private taxi and limousine drivers throughout the tri-state;
- $2 Million settlement in wage and hour class and collective action on behalf of service employees of world-renowned, Michelin-star rated restaurant; and
- $400,000 punitive damages jury award on behalf of former Director of Business Development at Maxi-Aids, Inc. alleging disability discrimination, representing nearly five and a half (5.5) years of pay.

Experience and Types of Cases

Prior to joining Wigdor LLP, Mr. Rahman served as a law clerk for The Honorable John. P. Wesley of the Vermont Superior Court. Among only some of Mr. Rahman's representative cases include:

- Ongoing representation of current and former service employees in class action wage and hour matter against Domino's and Domino's franchisee with over 20 locations throughout tri-state area;
- Successful representation of current and former service employees in class action against noted Japanese ramen restaurant chain Ippudo for unlawful wage practices;
- Successful representation of class of current and former employees in wage and hour action against famous restaurant and nightclub with venues in New York City, Las Vegas, Miami, London and Dubai;
- Representation of the courageous victim of a heinous sexual assault at the hands of an Uber cab driver in India resulting in confidential out-of-court resolution;
- Successful representation of a nationwide FLSA, New York Labor Law, and California Labor Code wage and hour action class and collective against a large, national bank, seeking unpaid overtime wages on behalf of misclassified home lending specialists;
- Successful representation of a class and collective of over 500 fleet drivers in an action against one of the nation's largest providers of luxury chauffeur services, alleging numerous wage and hour violations under federal and state law;
- Representation of a proposed nationwide class action against one of the nation's largest department stores, alleging a pattern and practice of unlawful racial profiling resulting in confidential out-of-court resolution;
- Sensitive and confidential internal investigation concerning serious allegations of disability and gender-based discrimination, harassment and retaliation on behalf of large, multi-national corporation;
- Representation of multiple female plaintiffs in sexual harassment, gender discrimination and retaliation federal action against national professional women's networking association resulting in confidential out-of-court resolution; and

- Representation of well-known television executive in breach of contract litigation against founders of music licensing and placement company resulting in confidential out-of-court resolution.

Awards

Mr. Rahman was selected as a Super Lawyer Rising Star by Super Lawyers for 2015, 2016, 2017 and 2018. Mr. Rahman has also had the privilege of giving presentations and speaking on panels throughout the country on hot bed topics in labor and employment law.

Education

Mr. Rahman, a New York City native, is a proud graduate of New York University School of Law, where he was a member of its Journal of International Law and Politics. Mr. Rahman also graduated summa cum laude from the Macaulay Honors College at Hunter College of the City University of New York, with dual-B.A. degrees in Political Science and Economics.

Admitted to Practice

Mr. Rahman is admitted to practice law in New York and New Jersey, as well as the Second Circuit Court of Appeals, Southern District of New York, Eastern District of New York, and District of New Jersey.