

George P. Barbatsuly

Partner

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OVERVIEW

George Barbatsuly is a partner in the firm's Labor, Employment, and Workplace Safety practice. He focuses his practice on employment and labor law and healthcare litigation. He represents employers in all phases of labor and employment litigation in state and federal court, administrative agencies, and arbitrators. Among the types of cases he handles are statutory and common law claims of employment discrimination and wrongful discharge; litigation involving noncompetition and nonsolicitation agreements and trade secrets disputes; federal court enforcement actions filed by government agencies; unfair labor practice proceedings; and labor arbitrations. George also regularly counsels clients on day-to-day practices that minimize the risk of discrimination and other employment-related claims, including review of workplace policies and procedures and planning for companies undergoing reductions in force.

George also represents the firm's healthcare clients in complex litigation. He regularly represents hospitals, hospital systems, and other healthcare providers in healthcare reimbursement disputes against health insurers. He also counsels the firm's healthcare clients on a wide range of healthcare reimbursement issues including assignment of healthcare benefits, exhaustion of plan remedies, and best practices in healthcare revenue cycle management.

PROFESSIONAL BACKGROUND

Prior to joining the firm, George was an of counsel for a Newark law firm. From 1994-1999, George served as attorney for the United States Department of Commerce, Office of the General Counsel.

PROFESSIONAL / CIVIC ACTIVITIES

- Member, District V-A Ethics Committee of the Supreme Court of New Jersey, 2005-2009

SPEAKING ENGAGEMENTS

- “Discrimination and Leave Issues in the Hospitality Industry,” K&L Gates Webinar, July 2016

- "Paid Sick Leave: Impact of Local Ordinances for Employers & Statewide Law Prospects," New Jersey Hospital Association, February 2016
- "Recent NLRB and Labor Enforcement Initiatives; U.S. Department of Labor and EEOC Initiatives; City and State Bans on Unemployment Discrimination," Administrative Law Committee Meeting of the New York City Bar Association, December 2013
- "Recent Developments before the National Labor Relations Board and the U.S. Equal Employment Opportunity Commission," Administrative Law Committee Meeting of the New York City Bar Association, February 2012
- "The Out-of-Network Dilemma: Challenge or Opportunity," New Jersey Hospital Association, December 2011
- "Recent Developments in Employment Law," Human Resources Professional Association of Nonprofit Organizations, November 2009
- "Navigating the Bermuda Triangle of Leave and Disability Laws," *Council on Education in Management*, January 2004
- "Understanding the Confusing Web of Overlapping Leave and Disability Laws," *Council on Education in Management*, May 2003

EDUCATION

- J.D., The George Washington University Law School, 1994 *(with honors; Articles Editor, The George Washington Journal of international Law and Economics; Winner,Van Vleck Moot Court Competition in Constitutional Law)*
- A.B., Georgetown University, 1991 *(cum laude)*

ADMISSIONS

- Bar of District of Columbia
- Bar of New Jersey
- Bar of New York
- United States Court of Appeals for the Second Circuit
- United States Court of Appeals for the Third Circuit
- United States District Court for the District of New Jersey
- United States District Court for the Eastern District of New York
- United States District Court for the Northern District of New York
- United States District Court for the Southern District of New York

THOUGHT LEADERSHIP *POWERED BY HUB*

- 17 March 2026, 2026 Update: New Requirements for New Jersey Employers
- 10 February 2026, New York Employment Law Update: 2026 Brings a Wave of New State and Local Laws for New York Employers
- 10 February 2026, New Jersey Expands Rights Under the New Jersey Family Leave Act
- 26 July 2021, Surprise Billing Regulations: Impact on Out-of-Network Providers
- 21 April 2020, COVID-19: New Jersey Amends the NJ WARN Act to Provide Relief for COVID-19-Related Layoffs; COVID-19-Related Mass Layoffs Are Exempt From NJ WARN Notice Requirements
- 20 April 2020, COVID-19: OSHA Issues Inspection Guidance During the COVID-19 Pandemic: Health Care Organizations and First Responders Are an Inspection Priority for the Agency
- 23 March 2020, COVID-19: Governor Cuomo Issues Executive Order Directing All Non-Essential Workers to Stay Home
- 20 March 2020, COVID-19: New York State Passes Law Requiring COVID-19-Related Paid Sick Leave
- 23 January 2020, In the Weeds: Medical Marijuana Protections Continue to Expand in New Jersey
- 14 June 2018, *American Orthopedic* — Third Circuit Addresses Anti-Assignment Clauses and Powers of Attorney in ERISA-Governed Health Insurance Plans
- 9 May 2018, Paid Sick Leave Now to Be Mandatory Throughout the State of New Jersey
- 6 September 2017, Regulations Under the New York State Paid Family Leave Benefits Law Take Effect
- 15 May 2017, Attention Employers: New York City's "Freelance Isn't Free Act" Takes Effect
- 9 May 2017, NYC Employers Will Soon be Banned from Inquiring about Salary History
- 22 June 2015, Federal Financial Regulatory Agencies Release Final Diversity Standards

OTHER PUBLICATIONS

- "An Ounce of Prevention—Why Investigating a Health Plan's Grandfathered Status Matters to Providers," *Bloomberg Law*, 16 August 2018
- "An Ounce of Prevention—The Importance of Early Review of Assignment of Benefits and Powers of Attorney," *Bloomberg Law*, Health Law & Business News Insight, 21 June 2018
- "Avoiding Legal Risks in Workforce Reductions," *Bloomberg Law Reports—Labor and Employment, Vol. 4, No. 28*, 2010.

NEWS & EVENTS

- 17 August 2020, K&L Gates Advises Tokyo Gas America on Two Acquisitions
- 17 February 2016, K&L Gates Names 50 New Partners

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Class Action Defense
- Healthcare and FDA
- Healthcare Payor-Provider Disputes (US)

INDUSTRIES

- Healthcare
- Life Sciences