



Matthew Savage Aibel

Associate

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MATTHEW SAVAGE AIBEL is an Associate in the Litigation and Employment, Labor & Workforce Management practices, in the New York office of Epstein Becker Green. Mr. Aibel has been chosen by his peers for inclusion in *The Best Lawyers in America*®: “Ones to Watch” (2021) in the field of Litigation – Labor and Employment.

Mr. Aibel:

- Assists in the representation of clients in complex commercial litigation, business disputes, and breach-of-contract matters
- Provides assistance with litigation matters involving the breach of non-competition and non-solicitation agreements, the misappropriation of trade secrets, and unfair competition
- Assists in the representation of employers in federal and state court and in mediation and arbitration proceedings on labor and employment matters involving discrimination, harassment, retaliation, whistleblowing, and wage and hour disputes
- Aids health care companies in litigation arising under ERISA and other related disputes
- Advises employers about issues and policies related to technology in the workplace, artificial intelligence, social media, privacy, and the online conduct of employees

Prior to joining Epstein Becker Green, Mr. Aibel served as a Legal Intern at the largest labor union representing officers of the New York City Police Department. In this role, he helped with state and federal litigation, collective bargaining issues, employee handbooks, and city administrative board hearings.

While at law school, Mr. Aibel was a member of the Editorial Board Staff of the *Fordham Urban Law Journal*; a competitor in, and coach of, the moot court program; and an intern in the criminal defense clinic. He was also given the Archibald R. Murray Public Service Award for devoting more than 50 hours to pro bono and/or community service work during his years as a Fordham law student.

During his free time, Mr. Aibel volunteers for an urban squash program.

Education

- Fordham University School of Law (J.D., 2015)
- Washington University in St. Louis (B.A., 2009)

Bar Admissions

- New Jersey
- New York

Practice Areas

- Business Litigation
- Data Breach/Cybersecurity Litigation
- ERISA and Benefit Plan Litigation
- Labor & Employment Litigation
- Privacy, Cybersecurity, and Data Asset Management
- Trade Secrets & Employee Mobility
- Social Media and the Workplace

Industries

- Financial Services
- Health Care and Life Sciences Industry
- Health Plans and Other Insurers
- Technology, Media & Telecommunications
- Artificial Intelligence

Court Admissions

- U.S. Court of Appeals for the Second Circuit
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York

News & Publications

June 4, 2020

Considerations for Employers Using Virus Prevention Tech

Law360

February 2020

Companies Using Video Interviews Beware: New Obligations for Positions Based in Illinois

The Computer & Internet Lawyer

January 2020

Employment Law This Week®: Recalibrating Federal Agencies, Marijuana Legalization, the Changing Nature of Work

Episode 148: Monthly Rundown

January 8, 2020

EPIC Files Complaint with FTC Regarding AI-Based Facial Scanning Software

Technology Employment Law Blog

December 20, 2019

#BigIdeas2020: Facial Recognition Technology and Employer Compliance

Employment Law This Week® - Trending News

December 12, 2019

Matthew Savage Aibel Quoted in "AI: Discriminatory Data In, Discrimination Out"

SHRM

November 16, 2019

Bloomberg Law Daily Labor Report's "Weekend Read" Newsletter Features Article by Epstein Becker Green Attorneys Nathaniel Glasser, Adam Forman, Matthew Savage Aibel

Bloomberg Law Daily Labor Report

November 13, 2019

INSIGHT: Online Ads Targeting Job Applicants Under Scrutiny from EEOC, Plaintiff's Bar

Bloomberg BNA Daily Labor Report

October 16, 2019

Companies Using Video Interviews Beware: New Obligations for Positions Based in Illinois

Act Now Advisory

July 31, 2019

Are Your AI Selection Tools Validated? OFCCP Provides Guidance for Validation of AI-Based Algorithms

Technology Employment Law Blog

July 23, 2019

Proposed Amendment to California Consumer Privacy Act (CCPA) Reaffirms Employer Notice Requirement and Employee Private Right of Action for Failure to Implement Cybersecurity Safeguards to Take Effect January 1, 2020

Technology Employment Law Blog

July 2019

Retail Employers Continue to Face a Myriad of Challenges in the Workplace

Take 5 Newsletter

June 11, 2019

Companies Using Video Interviewing Beware: New Obligations for Positions Based in Illinois

Technology Employment Law Blog

January 29, 2019

Illinois Supreme Court Declares “Aggrieved” Under BIPA Includes Those with No Injury

Technology Employment Law Blog

November 2018

The Present-Future of Work: 2018 Trends and 2019 Predictions

Take 5 Newsletter

July 12, 2018

Minimize Risks When Using Big Data Analytics in Hiring

SHRM.org

May 2018

Five Workplace Challenges for Employers in Changing Times

Take 5 Newsletter

August 10, 2017

DOJ Targets Healthcare with FCPA Enforcement

The FCPA Blog

February 14, 2017

Lack of Actual Knowledge of The Existence of a Non-Compete Defeats Tortious Interference Claim

Trade Secrets & Noncompete Blog

September 18, 2016

Data: It Is Lurking Everywhere, Especially in the Shadows

IP Watchdog

September 1, 2016

Illinois Passes Law Banning Noncompete Agreements for Low Wage Workers

Trade Secrets & Noncompete Blog

August 23, 2016

Data: It Is Lurking Everywhere, Especially in the Shadows

Technology Employment Law Blog

July 26, 2016

Five Trending Challenges Facing Employers in the Technology, Media, and Telecommunications Industry

Take 5 Newsletter

July 15, 2016

Epstein Becker Green's Successful Representation of AXA Noted by Law360

Law360

June 7, 2016

Companies on Notice as White House Releases Report on Non-Competes

Trade Secrets & Noncompete Blog

May 2, 2016

Adam Forman, Matthew Savage Aibel Quoted in "Consider Banning Use of Personal Cloud Accounts for Work"

SHRM.org

April 25, 2016

Are Courts Still Willing to "Blue Pencil" Overbroad Restrictive Covenants to Make Them Enforceable?

Trade Secrets & Noncompete Blog

April 2016

Restrictive Covenants: Do Yours Meet a Changing Landscape?

Take 5 Newsletter

Spring 2016

Big Data: Risks and Considerations in Using Predictive Data in Employment Decisions

Labor and Employment Lawnotes

March 2016

Chapter 6, "Employment and Workplace Issues," in *Social Media and the Law*

Practising Law Institute Treatise

March 17, 2016

Jurisdiction to Pursue Non-Compete Claims in the Age of Remote Employees

Trade Secrets & Noncompete Blog

November 2, 2015

New York State Passes Five New Laws to Effectuate Gender Equality in the Workplace

Act Now Advisory