

BIOGRAPHIES

DEIRDRE A. AARON, ESQ.

BIOGRAPHY

Deirdre Aaron is an associate at Outten & Golden LLP in New York, and a member of the firm's Class Action Practice Group and the Family Responsibilities & Disability Discrimination Practice Group. She also serves on the firm's Public Interest Committee. She primarily litigates wage theft and discrimination class actions.

Ms. Aaron has litigated and settled nationwide class and collective action cases on behalf of workers in many industries, including bank workers, retail workers, and restaurant workers. She has represented workers who were denied overtime, misclassified as independent contractors rather than employees, and denied minimum wage. Ms. Aaron was also a member of the litigation team in *Gonzalez v. Pritzker*, a landmark class action against the Census Bureau that challenged the use of arrest and criminal history records as a screen for employment for 850,000 applicants. The litigation team's work was recognized with the Public Justice 2017 Trial Lawyer of the Year Award.

Prior to joining the firm in 2012, Ms. Aaron worked as a Staff Attorney for the United States Court of Appeals for the Eighth Circuit. Ms. Aaron received her B.A. from Northwestern University in 2004, and her J.D., *magna cum laude*, from Washington University in St. Louis in 2010.

Ms. Aaron is admitted to practice in the states of New York and Pennsylvania, the U.S. District Courts for the Southern, Eastern, and Western Districts of New York and the Eastern District of Pennsylvania, and the U.S. Second Circuit Court of Appeals.

MICHAEL D. BILLOK, ESQ.

Honors & Affiliations

- Lisa Niles Distinguished Alumni Award, Leadership Saratoga, 2018
- Listed in:
 - BTI Client Service All-Stars 2017
 - *New York Super Lawyers 2017*®, Employment and Labor
 - Order of the Coif
- Associate Editor, *Georgetown Law Journal*

Representative Presentations

- Times Up: Navigating Sexual Harassment in an Evolving Legal and Cultural Landscape, ESSAE Annual Conference & Trade Show, June 21, 2018
- What's New and What's Next, Alloya Corporate Federal Credit Union CFO Roundtable, September 29, 2017
- Workplace Violence, New York State Payroll Conference Association 2017 Statewide Conference, September 28, 2017
- Cybersecurity and Data Privacy, New York State Payroll Conference Association 2017 Statewide Conference, September 28, 2017
- New York Paid Family Leave, Minich MacGregor Wealth Management Employer Insights Breakfast Series, June 15, 2017
- Panel Member, Cybersecurity for Human Resource Professionals, CNY SHRM, April 6, 2017
- Panel Member, Tracking the Latest Initiatives of the New Secretary of Labor, and What is On the Horizon for Labor Agendas in the Year Ahead?, American Conference Institute's 30th National Forum on Wage & Hour Claims and Class Actions, June 12, 2016
- Will Overtime Rules Changes Impact Your Organization? Upcoming Exemption Changes to the Fair Labor Standards Act, Saratoga County Chamber of Commerce, October 18, 2016
- Legal Ethical Implications of Social Networking by Attorneys and Clients, Panel Member, New York State Bar Association Seminar, November 24, 2014
- Saratoga County Chamber of Commerce, Human Resources Seminar, February 19, 2014

Representative Publications

- "Business Report: What About Last-Minute Schedule Pay?," *Saratoga Business Journal*, April 5, 2018; *Glens Falls Business Journal*, April 12, 2018
- Quoted in "Many firms unaware of new OSHA slip and fall requirements," *Newsday*, May 28, 2017
- "Business Report: What To Do When Demand Exceeds Output," *Saratoga Business Journal*, April 7, 2017; *Glens Falls Business Journal*, April 14, 2017
- Quoted in "OSHA limit on silica exposure: excessive?," *Buffalo Law Journal*, July 18, 2016
- Quoted in "Businesses must contend with higher workplace safety fines," *Albany Business Review*, July 6, 2016

Education

- Georgetown University Law Center (J.D., *magna cum laude*, 2006)
- United States Naval Academy (B.S. in Physics, *with distinction*, 1996)

Bar/Court Admissions

- New York
- U.S. Supreme Court
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. Court of Appeals for the Second Circuit
- 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 Northern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Western District of New York
- U.S. District Court for the Southern District of Indiana

Practices

- OSHA
- Labor and Employment

HEIDI BURAKIEWICZ, ESQ.

BIOGRAPHY

Heidi Burakiewicz is a partner at Kalijarvi, Chuzi, Newman & Fitch, P.C. She has been in private practice in Washington, D.C. for seventeen years representing employees and unions nationwide. Ms. Burakiewicz handles the full spectrum of labor and employment law issues on behalf of employees and unions, including claims concerning: violations of wage and hour laws; laws prohibiting discrimination, harassment, and retaliation; collective bargaining agreement violations; employee discipline; and whistleblower retaliation.

Ms. Burakiewicz has spent a large portion of her career representing federal employees and has recovered approximately \$100 million dollars in damages from the United States on behalf of federal employees.

She is lead counsel in *Martin et al. v. U.S.*, a collective action on behalf of over 25,000 federal employees. In a July 2014 ruling, the federal judge presiding over the case determined that the government violated the Fair Labor Standards Act (“FLSA”) by failing to pay the essential employees whom it required to work during the October 2013 shutdown on their regularly scheduled pay dates. In a February 2017 ruling, the court ruled that the government is liable for liquidated damages to the essential employees because it did not act in good faith.

Ms. Burakiewicz is also lead counsel in *White et al. v. Sessions*, a class action on behalf of nearly 550 female employees of the Federal Bureau of Prisons in Coleman, Florida, alleging that the government failed to take reasonable steps to prevent inmates from egregiously sexually harassing them. The case settled in December 2016 for \$20 million dollars and a long list of negotiated changes designed to eradicate the sexual harassment, which the judge described as “impressive by any standard” in the January 17, 2017 decision preliminarily approving the settlement.

Ms. Burakiewicz serves on the Advisory Council to the U.S. Court of Federal Claims for military and civilian pay claims. She served as a co-chair for the Federal Service Labor and Employment Law Committee, part of the American Bar Association’s, Labor and Employment Law Section for five years.

Ms. Burakiewicz is a graduate of Goucher College and American University’s Washington College of Law and lives in Maryland with her three exuberant, funny, and kind daughters.

SUZANNE DEMITRIO CAMPBELL, ESQ.

BIOGRAPHY

Suzanne Demitrio Campbell is a senior trial attorney for the United States Department of Labor, New York Regional Solicitors Office, where she has practiced since 1998. She received her J.D. from Georgetown University Law Center in 1997, and her undergraduate degree from Harvard University in 1991. She is a member of the New York and New Jersey bars. Ms. Campbell has spent her career litigating cases brought by the Secretary of Labor under the Occupational Safety and Health Act, the Employee Retirement Income Security Act, the Mine Safety and Health Act, and other labor statutes. She also assists OSHA and EBSA with provides pre-issuance advice and case development, and teaches trial skills to OSHA investigators at the OSHA Training Institute.

JAE CHUN, ESQ. BIOGRAPHY

Jae represents labor unions and multiemployer pension and welfare plans at the table and in court. He is an Executive Committee member of the NYSBA's Labor Section, where he co-chairs the Ethics Committee. He is also a long-standing member of the New York City Bar's Judiciary Committee and the AFL-CIO Lawyers Coordinating Committee. Jae enjoys speaking about labor issues, and has done so for the American Bar Association, NYU Law School, Cornell Law School, Teamsters Lawyers, AFL-CIO Lawyers, the City Bar, and the NYSBA. He is a 2001 graduate of the Cornell Law School, and a 1996 *summa cum laude* graduate of Binghamton University, where he majored in philosophy.

JOHN D.R. CRAIG, ESQ.

BIOGRAPHY

John D.R. Craig practices exclusively in the areas of labour, employment and human rights law at Fasken Martineau DuMoulin. John works with clients throughout the collective bargaining process and before arbitrators, labour relations boards, human rights tribunals and the courts.

John has represented Canadian, foreign and multinational employers on a range of cross-border and international labour matters. Assisting with labour aspects of corporate social responsibility, John has drafted and implemented workplace codes of conduct applicable to overseas and supply chain operations, and has managed projects for multinational clients involving multi-jurisdictional reviews of human resource policies.

As a delegate of the Canadian Employers Counsel (“CEC”), John regularly represents Canadian employers at meetings of the International Labour Organization (ILO), the World Bank, the Organization of American States (OAS) and the Inter-American Conference of Ministers of Labour (IACML). John serves as a member of the Executive Committee of CEATAL, the hemispheric organization that represents employers within the OAS. He is an official spokesperson of CEATAL.

The author of *Privacy and Employment Law*, a book that examines the transposition of human rights law into the workplace, John is also the co-editor of both *Globalization and the Future of Labour Law* and *Federal Labour Law and Practice*. Frequently writing for journals including the *Canadian Labour & Employment Law Journal*, the *Comparative Labour Law & Policy Journal*, the *Industrial Law Journal*, and the *European Human Rights Law Review*, John has spoken at academic and practice-focused conferences on international labour law, anti-discrimination, privacy, constitutional law, and administrative law.

John began his career as a law clerk to Chief Justice Antonio Lamer and Justice Charles Gonthier of the Supreme Court of Canada in 1994. He holds masters and doctoral degrees in comparative and international labour law from the University of Oxford, has been an Assistant Professor with the University of Western Ontario Faculty of Law since 1999, and is the Co-Director of Osgoode Hall Law School’s Professional LLM in Labour and Employment Law.

A recognized expert in the labour, employment and human rights law, John has been ranked in leading legal directories including the Canadian Legal Lexpert Directory, Best Lawyers in Canada, and Who’s Who Legal.

ALFRED G. FELIU, ESQ.
Feliu Neutral Services, LLC

Mr. Feliu has over 35 years of experience in employment and labor law and commercial matters. Early in his career he represented principally management clients while at large, international law firms, most notably as a partner at Paul Hastings. With the founding of Vandenberg & Feliu in 1998, Mr. Feliu expanded his practice to include the counseling and representation of executives and employees. Mr. Feliu is a recent past Chair of the New York State Bar Association's Labor and Employment Law Section and a College of Commercial Arbitrators Fellow and a Fellow of the College of Labor & Employment Lawyers.

Mr. Feliu is a well-respected and nationally-recognized arbitrator and mediator. He is a member of the AAA's Complex Commercial Case, Class Action, and Employment Disputes Panels. Mr. Feliu is also a member of the National Academy of Distinguished Neutrals and of various CPR dispute resolution panels. He is also in demand as an independent investigator and has served as the EEO Officer for the Port of New York and New Jersey since 2006. Mr. Feliu's fourth book, *ADR in Employment Law*, was published by Bloomberg/BNA in 2015 with a supplement published in 2017.

Mr. Feliu is a graduate of Columbia College and Columbia Law School.

KAREN P. FERNBACH, ESQ.

BIOGRAPHY

Ms. Fernbach commenced her career with the National Labor Relations Board upon graduation from St. John's Law School in 1977. In 2012, she was appointed Regional Director for the Manhattan Region of the National Labor Relations Board. In 2017, she retired after almost 40 years of federal public service. Currently Ms. Fernbach is a Visiting Assistant Professor at Hofstra Law School. She teaches labor law, employment law, collective bargaining and advanced topics of labor and employment law. She also teaches labor law as an Adjunct Professor at St. John's law school.

Ms. Fernbach is trained as a labor arbitrator and mediator. She has mediated federal employee work place disputes. She was trained by the American Arbitration Association which selected her as a fellow for their Higginbotham Program. Their mission is to promote diversity both in the training and selection of arbitrators. Ms. Fernbach is an active member of the Labor and Employment Law Section and a member of the Alternative Dispute Section of the NYS Bar Association. She has been invited to speak at numerous conferences addressing current legal issues in both the labor and employment field. Some of the organizations she has presented at include the NYS Bar Association, American Bar Association, NYC Bar Association, LERA-both NYC and Long Island Sections, American Conference Institute, and Cornell Institute.

PROFESSOR CHARLOTTE GARDEN

BIOGRAPHY

Charlotte Garden is an expert in labor law and the regulation of work & workers. She is an Associate Professor at the Seattle University School of Law, where she teaches Labor Law, Constitutional Law, Appellate Litigation and Legislation & Regulation. She also teaches in the Civil Rights Amicus Clinic, serves as the Faculty Advisor for the School's chapter of the American Constitution Society, and is the Litigation Director at the School's Korematsu Center for Law & Equality.

Professor Garden's scholarship focuses on the intersection of work/labor law and the Constitution. Her articles have appeared in the *Emory Law Journal*, *Boston University Law Review*, *George Washington Law Review*, *Fordham Law Review*, *William & Mary Law Review*, and the *Harvard Civil Rights-Civil Liberties Law Review*. She regularly writes opinion and analysis pieces for non-academic audiences at popular outlets such as *The Atlantic*, *SCOTUSblog*, *Salon* and the blog of the American Constitution Society. Her legal analysis has been featured in the mainstream media, on platforms such as the *New York Times*, *APR's Marketplace*, *Bloomberg News*, the *Washington Post*, *The Nation*, and *Politico*. Professor Garden is a co-author of a Labor Law casebook, with collaborators Seth Harris, Anne Marie Lofaso, and Joe Slater.

In addition to her teaching and scholarship, Professor Garden serves on the Executive Committee of the AALS Section on Labor Relations and Employment Law, is a co-chair of the Labor Rights Collaborative Research Network of the Law & Society Association, and is a co-editor of the Work Law section for the online legal journal *JOTWELL*. She also regularly authors amicus briefs in cases affecting unions and workers, most recently in *Vergara v. California*, *Friedrichs v. California Teachers Association*, *M&G Polymers USA, LLC v. Tackett*, and *Harris v. Quinn*.

Before joining Seattle University, Professor Garden was a teaching fellow in the Appellate Litigation Clinic at Georgetown University Law Center, where she also received her LL.M. While there, she argued cases before the Fourth and D.C. Circuits. Professor Garden then clerked for Judge Thomas L. Ambro of the U.S. Court of Appeals for the Third Circuit. A graduate of NYU School of Law and McGill University, Professor Garden also spent several years in practice as a public interest litigator. From 2005-2008, she was an associate at the union-side labor law firm *Bredhoff & Kaiser, PLLC* in Washington, D.C. Before that, she was a guardian ad litem at the Children's Law Center in Washington D.C., and held the Abraham Fuchsberg Fellowship at Public Citizen Litigation Group, where she focused on consumer safety issues, class action fairness, and Internet privacy.

Education

B.A., with great distinction, McGill University, 2000
J.D., cum laude, New York University School of Law, 2003
LL.M., with distinction, Georgetown University Law Center, 2010

Specializations

Labor and Employment Law
Constitutional Law
Legislation & Regulation

LOREN GESINSKY, ESQ.

BIOGRAPHY

Loren Gesinsky is a partner in the Labor & Employment Department in the New York office of Seyfarth Shaw LLP. He represents employers before state and federal courts, administrative agencies, arbitrators, mediators, and other tribunals regarding all legal issues relating to the workplace, including wage and hour collective and class actions, discrimination, harassment, wrongful discharge, breach of contract, non-compete, other restrictive covenants and trade secrets. He also counsels employers and negotiates agreements regarding these issues, with particular attention on strategies to avoid litigation. Additionally, he participated actively in the United States Chamber of Commerce task force that developed comments on the United States Department of Labor's proposed regulatory changes to the FLSA's white-collar exemptions.

Mr. Gesinsky has around twenty-five years of experience working as a labor and employment attorney. He developed an especially broad foundation for his representation of employers by previously practicing plaintiff's employment law and commercial litigation. Mr. Gesinsky has successfully tried, arbitrated, mediated, and otherwise advocated in numerous matters involving multiple and single plaintiffs. His advocacy abilities in the courtroom, as well as his negotiating and public speaking abilities, have been enriched by his considerable training and experience as an actor.

Recognition of Mr. Gesinsky's professional accomplishments includes his election as a Fellow of the College of Labor and Employment Attorneys, listing in *Best Lawyers* and *Super Lawyers*, appointments to Chair the Committee on Legal Issues Affecting People With Disabilities and the State Affairs Committee of the New York City Bar Association, and selection for mayoral appointment to the New York City Commission on Human Rights. He is a frequent author and presenter on employment-law issues.

Education

- J.D., New York University School of Law (1991)
- B.A., Northwestern University (1988)
Phi Beta Kappa; National Merit Scholar

Admissions

- New York

Courts

- United States District Court for the Southern, Eastern, and Northern Districts of New York
- United States District Court for the Northern District of Ohio
- United States Court of Appeals for the Sixth Circuit

MATTHEW GINSBURG, ESQ.

BIOGRAPHY

Matthew Ginsburg is Associate General Counsel at the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), a federation of 55 national and international unions in the United States and Canada representing over 12 million working men and women.

Matt's work focuses on traditional labor law issues, new forms of worker representation, the rights of immigrant workers, and the governance of the Federation. He regularly briefs and argues cases on behalf of unions and workers in the federal courts of appeals and presents the AFL-CIO's view on important workplace legal issues to the Supreme Court in *amicus curiae* briefs.

Prior to joining the AFL-CIO, Matt was an attorney at Cornfield & Feldman, a union-side labor law firm in Chicago, Illinois, and, prior to that, he was a Skadden Fellow and staff attorney at the Chicago Lawyers' Committee for Civil Rights Under Law.

Matt clerked for Judge Diane P. Wood of the United States Court of Appeals for the Seventh Circuit. He is a *magna cum laude* graduate of the New York University School of Law, where he was a Root-Tilden-Kern Scholar and a member of the Order of the Coif. Matt was a union organizer for several years prior to becoming a lawyer.

JAMES L. HALLMAN, ESQ.

BIOGRAPHY

James L. Hallman began his college career at Hofstra University in the summer of 1999. Mr. Hallman triple majored in Political Science, Sociology and Africana Studies and earned his B.A. in May of 2004.

In 2006, Mr. Hallman began pursuit of his law degree at Rutgers School of Law – Newark. He graduated from Rutgers in May of 2009, and after law school, joined the New York City Law Department’s Labor and Employment Law Division as Assistant Corporation Counsel (ACC), where his work focused on civil rights and labor and employment cases. As an ACC, he routinely defended the City of New York, its entities and employees, in claims arising under the various federal, state and local laws. Mr. Hallman was responsible for handling all aspects of the litigation process for each of his cases, from commencement through trial. Notably, in 2012 and 2013, he brought two highly publicized federal cases to trial, where he obtained defense verdicts in both cases.

In 2014, Mr. Hallman joined New York City’s Department of Health and Mental Hygiene as the Agency’s Equal Employment Opportunity Director / Chief Diversity Officer. As EEO Director, it was Mr. Hallman’s responsibility to ensure that all prospective and current employees were provided working environments that were free of discrimination, retaliation and harassment. In his role as Chief Diversity Officer, Mr. Hallman was responsible for the implementation and enforcement of the Agency’s diversity and inclusion policies. He and his staff regularly partnered with various internal units and external entities to create and implement different diversity initiatives, which included strategies for recruitment, retention, training, and professional development at all levels.

In 2016, Mr. Hallman transitioned to the New York City Department of Transportation (DOT) as Executive Agency Counsel, but again serving in the dual role of Chief Diversity Officer / Equal Employment Opportunity (EEO) Director. Mr. Hallman was promoted to Assistant Commissioner of EEO, Diversity & Inclusion in May, 2018. In his role, Mr. Hallman provides counsel to DOT’s Commissioner, General Counsel, Human Resources Division, and other Executive Staff on labor and employment-related legal issues, including but not limited to EEO, FMLA and other protected leaves, ADEA, ADA reasonable accommodations, diversity management, recruitment, hiring, retention, training, succession planning, performance reviews, and discipline. He is also charged with developing, implementing, and monitoring the Agency’s strategic diversity and inclusion plan.

WILLIAM A. HERBERT, ESQ.

BIOGRAPHY

William A. Herbert is a Distinguished Lecturer at Hunter College, City University of New York and the Executive Director of the National Center for the Study of Collective Bargaining in Higher Education and the Professions. He is also a Faculty Associate at the Roosevelt House Institute for Public Policy at Hunter College, an adjunct professor at Albany Law School, and a Fellow of the College of Labor and Employment Lawyers,

Prior to joining Hunter College's faculty, Mr. Herbert was Deputy Chair and Counsel to the New York State Public Employment Relations Board (PERB). Before his tenure at PERB, Mr. Herbert was Senior Counsel at CSEA Local 1000, AFSCME, AFL-CIO, where he litigated labor and employment cases in federal and state courts, administrative agencies and in arbitration. He is also a former supervising attorney with the New York City Commission on Human Rights.

Mr. Herbert is a former Chair of the New York State Bar Association Labor and Employment Law Section and a former Co-Chair of the American Bar Association Labor and Employment Section's Technology in the Practice and Workplace Committee. He is a co-editor of the New York State Bar Association's treatise Lefkowitz on Public Sector Labor and Employment Law. In addition, he has authored several law review articles and lectured on labor and employment topics including collective bargaining in higher education, public sector labor law and history, workplace privacy, the application of the First and Fourth Amendments to public employment, employment discrimination, and whistleblower and retaliation issues.

JAY A. HEWLIN, ESQ. BIOGRAPHY

Jay A. Hewlin is an attorney and consultant, specializing in employment law, managerial effectiveness, leadership, contract negotiations, and conflict resolution. Jay's diverse clients include corporations, law firms, government agencies, and not-for-profits. Jay's counseling, training, and instruction facilitate organizational change, strategic human resource management, handling complaints of discrimination, mediation, and more generally, optimization of organizational development through effective human resource strategy. Jay has extensive experience counseling U.S. corporations on employment law matters arising under federal, state, and local laws.

Jay is a Lecturer in Law at Columbia Law School, NY, where he teaches "Negotiation Workshop." He is also a Course Lecturer at the Desautels Faculty of Management at McGill University, Montréal, Canada, where he teaches Negotiations and Conflict Resolution for the MBA and Bcom programs. His work in the Faculty of Management has won him the Distinguished Teaching Award in recognition of outstanding teaching. Jay also teaches in modules of both the International Masters in Practicing Management, and the International Management in Health Leadership programs, co-founded by Henry Mintzberg. On occasion, Jay teaches Business Fundamentals for Musicians for the Schulich School of Music at McGill, and also on occasion, conducts seminars and workshops on Contract Negotiations and Conflict Resolution for McGill's School of Continuing Studies. Most recently, he was invited to lecture at the National University of Singapore, Singapore, and Southwestern University of Finance and Economics in Chengdu, China.

Jay's consulting and teaching are largely informed by his extensive management experience as well as his collaborative efforts with management scholars throughout the US and Canada on research examining employee satisfaction, retention, organizational culture, managing inclusive work forces, and employee selection. He is often called upon to assist managers with developing core competencies of leveraging talent within diverse environments.

In addition to his work for corporations, Jay has counseled and represented the United States Senate offices in employment law matters, and researched the impact of particular provisions of the U.S. Constitution on workplace policy. Before working for the Senate, Jay worked in New York City for Proskauer Rose LLP, one of the largest U.S. law firms, with a national reputation for its Labor and Employment practice. While at Proskauer, Jay investigated charges of discrimination for private and public sector clients. He counseled human resource managers and senior executives on a broad range of labor and employment issues arising under federal and state labor and employment laws.

Jay holds a Juris Doctorate from Columbia University and a Bachelor of Arts degree in Brass Performance from Boston University.

JOHN S. HO, ESQ.

BIOGRAPHY

John S. Ho exclusively represents employers on all labor and employment matters and regularly handles wage and hour matters involving federal and state laws, such as the Fair Labor Standards Act, the New York Labor Law, New York's Miscellaneous Industries Wage Order, and New York's Hospitality Wage Order which includes numerous cases involving New York's Wage Theft Prevention Act, tip credits and tip pooling issues. John also routinely works with the Occupational Safety and Health Act and New York's Public Employee Safety and Health Act in addition to handling discrimination claims, drafting employee handbook policies and procedures and employment contracts, conducting workplace investigations, and arbitrations. John has defended a wide range of employers against hybrid class and collective actions under the FLSA and the New York Labor Law. He also frequently assists companies with internal wage and hour audits, as well as Department of Labor audits, including those generated by misclassification of independent contractors in New York State unemployment filings. John also has extensive experience with assisting businesses with internal safety and health audits and resolving and contesting OSHA citations before the Occupational Safety and Health Review Commission including but not limited to fatality investigations as well as defending against claims of retaliation under OSHA and New York's Workers' Compensation Law.

As a former trial attorney with the U.S. Department of Labor, Office of the Solicitor, John was part of a litigation team that recovered approximately \$4 million under the FLSA on behalf of New York State Environmental Conservation Officers. While at the DOL, he also received a commendation from OSHA's Regional Administrator for his prosecution of a discrimination complaint under the Surface Transportation Assistance Act.

John serves as the chair of Cozen O'Connor's OSHA Practice and is also the author of its safety and health blog, the OSHA Chronicle.

John is a founding member of the Wage and Hour Defense Institute, and he frequently lectures on FLSA, OSHA, and Labor Department audits. He has also taught business and employment law at the Pratt Institute and the New School.

John also writes extensively on labor and employment law. He is currently the co-editor of the American Bar Association Labor and Employment Law Section electronic newsletter. He was a contributing editor to *The Fair Labor Standards Act, 2002-2005, Cumulative Supplement*, published by BNA Books, and has served on its editorial board since 2006. John is also serving

as a chapter editor for the Occupational Safety and Health Law, Fourth Edition published by the ABA and Bloomberg Law.

John has been named a New York Metro Super Lawyer since 2013 and has been selected for inclusion in Best Lawyers of America, 2018.

WENDY HORD

BIOGRAPHY

Wendy Hord is the Assistant in Health and Safety and Healthcare for NYSUT. She has worked for labor unions for over 31 years and in occupational safety and health 27 years. She is responsible for the development and coordination of NYSUT's health and safety and healthcare professional programs which includes providing technical assistance and training on a variety of health and safety issues such as indoor environment hazards, ergonomics and workplace violence. She has assisted workers on the issue of workplace violence for over 25 years, including having inspected numerous workplaces to give suggestions for security improvements, and conducted training for various unions and organizations both in and out of New York State.

She completed her undergraduate bachelor's degree in socioeconomics and her master's degree in labor and industrial relations, both from Michigan State University. Wendy is an Associate Safety Professional (ASP), an authorized OSHA General Industry Outreach Trainer, member of the American Public Health Association and American Society of Safety Professionals, Chair of the New York Committee for Occupational Safety and Health and Vice-Chair of the Occupational and Environmental Health Center of Eastern New York.

STEPHEN J. JONES, ESQ.

BIOGRAPHY

Steve Jones is a trusted advisor and experienced trial attorney representing employers of every size. Steve leads Nixon Peabody's Labor & Employment Class Action Team and is regularly called upon to defend "bet the company," high-stakes litigation. His experience includes defense of approximately 100 class actions and collective actions under the FLSA, ERISA, FCRA, and Title VII of the Civil Rights Act. His practice also includes extensive non-competition and trade secret litigation and defense of whistleblower, discrimination, and sexual harassment claims in state and federal courts and before the EEOC, DOL, and state human rights agencies. Steve has developed innovative auditing methodologies in wage-hour and EEO areas (including statistical pay equity analysis), thereby reducing or eliminating his clients' exposure to class action litigation and EEOC systemic discrimination enforcement actions.

Steve has been named to the 2017-2018 editions of *Best Lawyers in America* (Litigation-Labor and Employment) and to the 2014-2018 editions of *Super Lawyers* (Employment Litigation Defense) based on peer review and professional achievement. In 2014, the *New York Law Journal* chose Steve for its Rising Stars Award—the only Rochester attorney to receive the award that year, based on his contributions to the practice of law. His practice has been profiled by the *Rochester Democrat & Chronicle*. To read more, click [here](#). Steve is recognized as an industry thought leader, regularly providing commentary to the news media on legal developments, presenting CLEs, and publishing articles advocating for specific legislative or legal reforms.

Steve served for over a year on special assignment as in-house counsel to Eastman Kodak Company, where he was responsible for managing external counsel and counseling business units. This experience has proven invaluable in understanding the pressures and budgetary constraints placed on his in-house clients.

Community Activity

Steve is highly active in community leadership. He has served for six years on the Board of Directors of Volunteers of America, Upstate New York ("VOA"), holding at various times the positions of Vice Chair, Corporate Secretary, and Chair of the Governance Committee. Steve recently completed the Board Leadership Program, Center for Community Engagement, St. John Fisher College. Prior to VOA, Steve served for three years as the President of the Board of Directors of Step by Step, a Rochester-based organization dedicated to assisting and rehabilitating incarcerated women. Steve led this organization through the Great Recession, at a time when government funding and private donations dropped precipitously. He also helped spearhead a merger between Step by Step and VOA in 2012. He has served on the Judiciary Committee of the Monroe County Bar Association. In 2009, Steve was selected to the *Rochester Business Journal's* 40 Under 40 Award in recognition of his civic and professional achievement. Steve also served as a coach and mentor to high school students in the Monroe County Law Explorers Program for over five years. He actively represents several community-based, nonprofit organizations on a pro bono basis.

WENDI S. LAZAR, ESQ.

BIOGRAPHY

WENDI S. LAZAR is a partner at Outten & Golden LLP in New York where she co-heads the firm's Individual Practice and the Executives and Professionals Practice Group. Ms. Lazar practices in many areas of employment law with a focus on executive agreements, including retention, expatriate, non-competition, talent, severance, and compensation arrangements. She also represents teams of executives, founders and partners transitioning during a sale, merger and acquisitions and other corporate transactions. Ms. Lazar's practice is international in scope, and she advises clients and attorneys in the U.S. and abroad on employment, contract, and often related immigration issues. Ms. Lazar represents individuals, partners, and management teams at portfolio and public companies, financial institutions (including banks, hedge funds, private equity companies), and entertainment, advertising and media companies. She also represents law partners and associates, accounting professionals, doctors and medical practitioners in all transactional matters. Ms. Lazar was appointed as a commissioner by the American Bar Association's Commission on Women, where she heads the Sexual Harassment and Gender Based Bullying Committee, and just completed her 3 year term.

Ms. Lazar is the former Diversity Co-Chair and a member of the Executive Committee of the New York State Bar Association Labor & Employment Section, and is an active member of NELA, ABA and NYSBA committees. She is former Employee Co-Chair of the American Bar Association Labor and Employment Law Section's International Labor and Employment Law Committee.

Ms. Lazar writes a quarterly column for the New York Law Journal entitled "Employees in the Workplace." She regularly lectures on employment issues to bar associations and industry groups and has had numerous legal articles and book chapters published. She was co-author and Editor-in-Chief of "Zero Tolerance: Best Practices for Combating Sex-Based Harassment in the Legal Profession," published in 2018 by the ABA. Ms. Lazar also co-authored as Co-Editor In-Chief, "Restrictive Covenants and Trade Secrets in Employment Law: An International Survey," published in 2010 by the BNA and its supplements through 2013, which includes the chapter "Confidentiality, Trade Secrets, and Other Duties and Restrictive Covenants in a Global Economy." In addition, she is also the author of the chapter "Negotiating and Drafting Expatriate Employment Agreements," in the 3rd Edition of Vol. 1B of International Labor & Employment Law, published in 2009 by the BNA.

Martindale-Hubbell recognizes Ms. Lazar as an AV "Preeminent" rated attorney. She was named to Best Lawyers in America 2012, 2013, 2014, 2015, 2016, 2017, 2018 and 2019 in the field of Employment Law – Individuals. Ms. Lazar was also recognized by Super Lawyers in 2012, 2013, 2014, 2015, 2016, 2017 and 2018. Ms. Lazar has been selected as a 2013, 2014, 2015, 2016, 2017 and 2018 Lawdragon 500 Leading Lawyer. In 2014, Ms. Lazar was elected as a Fellow to the College of Labor & Employment Lawyers. Ms. Lazar was named a New York Law Journal: Top Women in the Law 2016. She is also a Board Member of Work Life Law, UC Hastings College of the Law. Before she began practicing law in 1993, Ms. Lazar was a film and television producer. Her ten years of experience in that field include many television and feature film credits as well as an Emmy Award. Ms. Lazar graduated magna cum laude from Hunter College and received her J.D. cum laude from Benjamin N. Cardozo School of Law, where she received a Ford Foundation Fellowship in International Law and was an Alexander Fellow, participating as a federal judicial law clerk.

MARIJANA MATURA, ESQ.

BIOGRAPHY

Marijana Matura is a partner at Shulman Kessler LLP, where she represents individuals in litigation and negotiation in all areas of employment law. Ms. Matura holds a J.D. from St. John's University School of Law and a B.S. in Industrial and Labor Relations from Cornell University.

She has represented employees across many industries, including restaurant workers, healthcare marketing representatives, delivery drivers, administrative assistants, domestic workers, manual laborers, and medical technicians, achieving unpaid wages, liquidated damages, and other relief. She is a member of the National Employment Lawyers Association of New York (NELA/NY), New York State Bar Association, American Bar Association, and Huntington Lawyers' Club.

Recent reported cases include: *Nunes v. Rob-Glen Enterprises, Inc.*, No. Civ. 6207, 2018 WL 3351798 (E.D.N.Y. July 5, 2018); *Savino v. Visiting Nurse Service of New York*, No. 15 Civ. 9451, 2017 WL 2473214 (S.D.N.Y. June 7, 2017); *Puglisi v. TD Bank, N.A.*, No. 13 Civ. 637, 2015 WL 4608655 (E.D.N.Y. July 30, 2015); *Bijoux v. Amerigroup New York, LLC*, No. 14 Civ. 3891, 2015 WL 5444944 (E.D.N.Y. Sept. 15, 2015); *Sukhnandan v. Royal Health Care of Long Island LLC*, 2014 WL 3778173 (S.D.N.Y. July 31, 2014); *Morris v. Affinity Health Plan*, 859 F. Supp. 2d 611 (S.D.N.Y. 2012); *Salomon v. Adderley Industries*, 847 F. Supp. 2d 561 (S.D.N.Y. 2012); *Garcia v. Pancho Villa's of Huntington Village*, 281 F.R.D. 100 (E.D.N.Y. 2011); *Avila v. Northport Car Wash*, 774 F. Supp. 2d 450 (E.D.N.Y. 2011); *Moore v. Eagle Sanitation, Inc.*, 276 F.R.D. 54 (E.D.N.Y. 2011); *Garcia v. Pancho Villa's of Huntington Village*, 678 F. Supp. 2d 89 (E.D.N.Y. 2010); *Romero v. Jocorena Bakery, Inc.*, No. 09 Civ. 5402, 2010 WL 4781110 (E.D.N.Y. Nov. 23, 2010); and *Cruz v. Lyn-Rog Inc.*, 754 F. Supp. 2d 521 (E.D.N.Y. 2010).

Super Lawyers Magazine has repeatedly named Ms. Matura to its list of top attorneys in New York in Employment Litigation from 2013 through 2018. Ms. Matura is proficient in both Spanish and Croatian.

MICHELE COLEMAN MAYES, ESQ.

BIOGRAPHY

Michele Coleman Mayes is Vice President, General Counsel and Secretary for the New York Public Library (NYPL). Ms. Mayes joined NYPL in August 2012 after serving as Executive Vice President and General Counsel for Allstate Insurance Company since 2007. She served as a Senior Vice President and the General Counsel of Pitney Bowes Inc. from 2003 to 2007 and in several legal capacities at Colgate-Palmolive from 1992 to 2003. In 1982, Ms. Mayes entered the corporate sector as managing attorney of Burroughs Corporation. After Burroughs and Sperry Corporation merged, creating Unisys Corporation, she was appointed Staff Vice President and Associate General Counsel for Worldwide Litigation. From 1976 through 1982, she served in the U.S. Department of Justice as an Assistant United States Attorney in Detroit and Brooklyn, eventually assuming the role of Chief of the Civil Division in Detroit. Ms. Mayes received a B.A. from the University of Michigan and a J.D. from the University of Michigan Law School.

Ms. Mayes served on the Presidential Commission on Election Administration under President Obama from 2013-2014. She served as Chair of the Commission on Women in the Profession of the American Bar Association from 2014-2017. Effective in 2015, she was appointed as an Advisor to the ABA Business Law Section, and in that same year, became a Fellow of the American College of Governance Counsel. In August 2016, she was elected to the Board of Directors of Gogo Inc. (NASDAQ: GOGO).

HOWARD M. MILLER, ESQ.

Howard Miller of Bond Schoeneck & King combines innovative thinking and pragmatic problem solving with committed advocacy on a day to day basis to help his clients achieve their goals and objectives.

A Path Forward in Education

In the area of education law, Howard represents public school districts and private universities throughout New York. He provides collaborative real time day to day advice on the most complex and controversial matters facing his clients. When problems cannot be solved amicably, Howard provides zealous, yet cost effective, advocacy, collaborating with his clients at each and every phase of the matter.

A Path Forward in Business

In private sector employment litigation, Howard litigates all types of employment discrimination and retaliation claims. He also represents clients in noncompete and trade secret cases and has won two significant appellate court decisions strengthening and cementing New York's "Faithless Servant Doctrine." Due to Howard's extensive litigation experience, his clients can expect to be fully informed up front of both the strengths and weaknesses of their case, as well as potential fees. There is simply no substitute for informed strategic decisions at the outset.

Beyond the Courtroom

Many of Howard's cases have received media attention and have been reported in national employment law periodicals. In addition, Howard frequently lectures and writes articles on topics such as Constitutional Law, non-compete and trade secret litigation, employment and Constitutional issues relating to social networking sites and various aspects of employment discrimination and education law.

Honors & Affiliations

- Listed in:
 - *The Best Lawyers in America*® 2019, Education Law (listed for 5 years)
 - *New York Super Lawyers 2017*®, Employment & Labor
- New York State Bar Association
- Nassau County Bar Association
- National Association of College and University Attorneys
- Member, Law Review
- St. Thomas More Scholar

Representative Matters

- *Gingrich v. William Floyd School District*, 2018 U.S. Dist. LEXIS 103371 (E.D.N.Y. 2018) (dismissing constitutional claims arising out of student-on-student assault)
- *Nadolecki v. William Floyd School District*, 2016 U.S. Dist. LEXIS 88399 (E.D.N.Y. 2016) (recommending dismissal of First Amendment retaliation claims), *adopted in its entirety* 15-cv-2915 (September 13, 2016)

Education

- St. John's University School of Law (J.D., 1990)
- State University of New York at Albany (B.S., *cum laude*, 1986)

Bar/Court Admissions

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

Practices

- School Districts
- Municipalities
- Higher Education
- Labor and Employment
- Health Care

LALEH MOSHIRI, ESQ.

BIOGRAPHY

Laleh is the National Director of Diversity and Inclusion at Borden Ladner Gervais LLP in Toronto, Canada. In this capacity, she is responsible for developing and implementing the firm's diversity and inclusion strategy. Laleh brings over 15 years of progressive responsibility and experience in managing professional talent for BLG to this role.

Laleh received her BA in History from Williams College and her JD from the University of Toronto. She was called to the Ontario Bar in 1994 and began her legal career at BLG as a litigator specializing in health law. She transitioned to law firm administration in 1998.

Laleh is the recipient of the Canadian Centre for Diversity and Inclusion's Practitioner of the Year Award for 2017.

JILL L. ROSENBERG, ESQ.

BIOGRAPHY

Jill L. Rosenberg, an employment partner at Orrick, Herrington & Sutcliffe LLP in New York, is a nationally recognized employment litigator and counselor. Ms. Rosenberg has significant experience defending and advising employers in discrimination, sexual harassment, whistleblowing, wrongful discharge, affirmative action, wage-and-hour and traditional labor matters. She handles complex individual cases, as well as class actions and systemic government investigations. She represents a broad range of companies, with a focus on employers in the securities industry, banks and financial institutions, accounting firms and law firms.

Ms. Rosenberg also has particular expertise in the representation of nonprofit entities, including colleges, universities, hospitals, foundations and cultural institutions. She frequently speaks on employment law issues for employer and bar association groups. Ms. Rosenberg has been recognized by *Chambers USA* as a leading employment lawyer. Ms. Rosenberg is the firm-wide Partner in Charge of Pro Bono Programs and serves on the firm's Personnel Development, Risk Management and Diversity Committees. She currently serves as the Co-Chair of the Diversity and Leadership Committee of the New York State Bar Association Labor and Employment Law Section. She is the Chairperson of the Board of Directors of New York Legal Assistance Group, a legal services organization serving New Yorkers in need.

Ms. Rosenberg graduated from Princeton University, and earned her J.D. from The University of Chicago Law School.

SARAH E. RUHLEN, ESQ.

BIOGRAPHY

Sarah E. Ruhlen (Satter Law Firm, PLLC, Syracuse, NY) currently serves as co-chair of the EEO Committee of the NYSBA Labor and Employment Law Section; additionally she is a member of the AFL-CIO Lawyers Coordinating Committee, the National Organization of Social Security Claimants' Representatives, the National Employment Lawyers' Association, and the New York State Women's Bar Association, Central New York chapter. She serves on the Board of the Greater Syracuse YMCA Arts Branch. Ms. Ruhlen represents Employees in race, sex, religion, national origin, color, age, disability, sexual orientation, TGNC, and other discrimination claims, as well as wage and hour, family leave, severance, non-competes, and other employment matters. She works with private and public sector unions in the healthcare, public safety, education, transportation, and other industries. She is an alumna of both the Peggy Browning Fellowship Program and the AFL-CIO Law Student Union Summer.

DR. SARA SLINN

Associate Dean (Research and Institutional Relations) & Associate Professor

Sara Slinn is an Associate Professor at Osgoode Hall Law School, specializing in labour, employment, human rights and the Charter. She studied at the University of Toronto, CIRHR (Ph.D 2003), the University of British Columbia (LL.B.), and Queen's University (BA Honours and MIR). Her background includes practicing labour and employment law at the Labour Relations Board of British Columbia and private law firms in Vancouver.

Professor Slinn has been a visitor at Melbourne Law School's Centre for Employment and Labour Relations Law, Cornell University's Industrial and Labour Relations School and the RMIT Graduate School of Business and Law. She has received numerous research grants including as principal investigator in a SSHRC standard research grant investigating the workplace and expression; Borden Ladner Gervais Research Fellowships exploring labour board decision-making and researching back-to-work legislation; and, a Foundation for Legal Research grant to study employer workplace communications.

She has recently completed a co-edited volume addressing teacher collective bargaining structures: *Dynamic Negotiations: Teacher Labour Relations in Canadian Elementary and Secondary Education*. Recent research includes a study funded by the National Academy of Arbitrators Research and Education Fund, with co-researchers Martin Malin (Chicago-Kent) and Jon Werner (Wisconsin): "An Empirical Evaluation of the Adjudication of Statutory Human Rights Claims before Labour Arbitrators and Human Rights Tribunals in Ontario." Professor Slinn also serves on the editorial board of the journal *Relations Industrielles*, and is a member of both the Labour Law Casebook Group in Canada and the Labor Law Group in the United States.

PATRICK SOLOMON, ESQ.

BIOGRAPHY

Patrick Solomon is a founding partner of Thomas & Solomon LLP. He has practiced solely in employment law, first at a large firm advising employers, and then, since 2001, as partner at Thomas & Solomon LLP representing employees. Currently, he concentrates his practice on national wage and hour, class and collective action litigation. He has represented hundreds of thousands of employees, and recovered back wages resulting in tens of millions of dollars for those clients. Mr. Solomon was selected to be a mediator for the United States District Court for the Western District of New York and regularly mediates federal actions for the court.

Mr. Solomon is an executive committee member of the New York State Bar Association's Labor and Employment Law section, and co-chairs the section's Wage and Hour Committee.

Mr. Solomon played goalie on the Iroquois National Lacrosse Team in the 1990 and 1998 World Lacrosse Championships in Perth, Australia and Baltimore, Maryland. He also played on the twelve-time National Championship Hobart College Lacrosse team earning three National Championships.

BAR ADMISSIONS

- New York, 1996
- U.S. Supreme Court, 2012
- U.S. Court of Appeals 1st Circuit, 2010
- U.S. Court of Appeals 2nd Circuit, 2005
- U.S. District Court Northern District of New York, 1997
- U.S. District Court Western District of New York, 1996
- U.S. District Court Southern District of New York, 2012
- U.S. District of Colorado, 2010

EDUCATION

- **Cornell Law School, Ithaca, New York**
 - J.D. – 1995
 - President of the American Indian Law Students Association, 1994-1995
- **Hobart College, Geneva, New York**
 - B.A. - 1992
 - Honors: With Honors

HONORS AND AWARDS

- Rochester Business Journal's Forty Under 40 Award, 2005
- New York Super Lawyers, 2007 - Present
- The Monroe County Bar Association's President Award, 2010

ANDREA H. STEMPEL, ESQ.

BIOGRAPHY

Andrea H. Stempel is Associate General Counsel and the Head of Employment Law at Ernst & Young LLP. Prior to that, she was a Managing Director at Societe Generale in New York, where she ran the employment law function in the Americas for 14 years. She joined the French bank after 10 years as a labor and employment litigator in private practice, including with the law firms of Chadbourne & Parke and Orrick, Herrington & Sutcliffe. A Brooklyn native, Andrea graduated from Williams College and the Boston University School of Law.

MELISSA LARDO STEWART, ESQ.

BIOGRAPHY

MELISSA LARDO STEWART is a partner at Outten & Golden LLP in New York, where she represents employees in class action wage and discrimination cases. She has represented workers across many industries and job functions, including retail, sales, food service, hospitality, financial services, accounting, and telecommunications. She has prosecuted wage theft claims on behalf of workers who were required to work off-the-clock, subjected to time-shaving, wrongly classified as exempt from overtime protections, and improperly treated as independent contractors. Ms. Stewart also currently represents employees and applicants in class and collective action gender and age discrimination cases.

Before Ms. Stewart joined Outten & Golden LLP in November 2013, she clerked for the Honorable James Orenstein in the Eastern District of New York and the Honorable Dickinson R. Debevoise in the District of New Jersey, and represented workers and labor unions as an associate at Woodley & McGillivray in Washington, D.C. She graduated *magna cum laude* from Fordham University School of Law in 2009.

SHARON STILLER, ESQ.

BIOGRAPHY

Sharon Stiller is a Partner and Director of the Employment Law Practice at Abrams, Fensterman, Fensterman, Eisman, Formato, Ferrara, Wolf & Carone, LLP. Ms. Stiller is a fellow of the prestigious College of Labor and Employment Lawyers, and is the author of two treatises on employment law, *Employment Law in New York (2nd Series)* (West Group 2012) (Volume 13A of the New York State Practice Series) and the national treatise, *Expert Witnesses: Employment Cases* (Thomson West 2008-2009). She is an author for Practitioner Insights, a Thomson Reuters offering on the WestlawNext legal research platform. Ms. Stiller has been appointed to the American Arbitration Association Panel of Neutrals for Employment Law. Ms. Stiller has been recognized for her legal work and community service, and received the Volunteer Legal Services Project William C. McKnight Volunteer Service Award from the Monroe County Bar Association, the Kate Stoneman award from Albany Law School, the Raymond J. Pauley Award, from the Monroe County Bar Association, and the Rochester Women's Network's "W" Award. She has been named one of the top 25 Women Lawyers in Western New York. Ms. Stiller has been designated a "Super Lawyer" from 2007-Present, a distinction earned by only five percent of the lawyers in the Upstate New York area. She was selected by her peers for inclusion in *The Best Lawyers in America*® 2013 - 2018 in employment law. She has also served as an expert witness in the area of employment law.

