

# **RYAN J. BARBUR, ESQ.**

## **BIOGRAPHY**

Ryan J. Barbur joined Levy Ratner as an associate in 2007, and became a partner in 2014. At LR, Ryan primarily represents labor unions and Taft-Hartley funds, helping them to navigate the complex areas of bankruptcy, employee benefits, ERISA collections and withdrawal liability.

Ryan is an active member of the American Bar Association's Employee Benefits Committee, and is a contributing author to the EBC's Employee Benefits Law treatise.

Ryan is a graduate of the Columbia University School of Law (J.D. 2007) and the University of Minnesota – Twin Cities (B.A. 2004). Ryan is currently pursuing an LLM in Employee Benefits from the UIC John Marshall Law School.



# **STANLEY D. BAUM, ESQ.**

## **BIOGRAPHY**

Stanley D. Baum is the Chairperson of the New York State Bar Association's Labor & Employment Law Section Committee on Employment Benefits and Compensation, and a member of the Section's Executive Committee.

Stanley has many years of experience in the ERISA, employee benefits, executive compensation and employment areas of the law. He has a B.S., *Accounting, summa cum laude*, from the Wharton School of the University of Pennsylvania; a J.D. from the University of Pennsylvania School of Law; and an LL.M., *Taxation*, from New York University School of Law.



# ALLYSON L. BELOVIN, ESQ.

## BIOGRAPHY

**Allyson L. Belovin** (Cornell University School of Industrial and Labor Relations, B.S., 1993; Georgetown Law School, J.D., 1996) has devoted her career to protecting and advancing the rights of working people by representing labor unions and individuals in all aspects of labor and employment law. She litigates cases in state and federal courts as well as at the National Labor Relations Board, the Equal Employment Opportunity Commission, the New York State Division of Human Rights, the New York City Human Rights Commission and other agencies. She uses skill and insight to help clients navigate discipline and contract interpretation cases in American Arbitration Association and JAMS hearings and has substantial experience negotiating collective bargaining agreements covering thousands of workers. Allyson represents unions in a wide range of industries, including health care, utilities, cultural organizations, legal services, sports, maritime, education, and postal service. She also represents unions and candidates in union officer elections and other internal matters. Allyson's representation of individual clients includes the litigation of discrimination claims under a variety of federal, state and local laws, including race and sex discrimination claims, equal pay claims, disability claims, and first amendment claims, as well as wage and hour work and freelancer representation. She also represents executives, professionals and other white collar employees in negotiating hiring and separation agreements, including covenants not to compete, confidentiality restrictions and non-solicitation clauses.

Allyson is a chapter editor of the seminal labor law publication, *The Developing Labor Law*, and has been on the Board of Editors of the well-known treatise *How To Take A Case Before The NLRB*. She is the co-chair of the NYSBA Labor & Employment Section's Labor Relations Committee, a member of the Advisory Board of the Center for Labor and Employment Law at NYU Law School, a former Board member of the AFL-CIO's Lawyers Coordinating Committee, and an active member of the ABA's Committee on the Development of the Law Under the NLRA,. Allyson has authored papers and presented on panels for the ABA, the NYSBA, the AFL-CIO LCC and the Cornell School of Industrial and Labor Relations on various subjects, including NLRA developments, labor arbitration practices, deposition techniques in labor cases, successorship and the labor law implications of corporate restructuring, and joint employer status under the NLRA. Belovin also conducts training sessions for union organizers and rank-and-file activists on a variety of issues including harassment prevention, fair pay practices, grievance handling, and arbitrations.



# **MARCELA BERMUDEZ, ESQ.**

## **BIOGRAPHY**

Ms. Marcela Bermudez is senior counsel in Greenspoon Marder's Immigration and Naturalization practice group. Ms. Bermudez focuses her practice on business immigration. She represents multinational companies, as well as individual clients, in connection with a variety of employment-based immigration, non-immigrant matters, I-9 issues, and family-based benefits. Ms. Bermudez also represents foreign investors seeking visa status based on start-up companies and investments, as well as individuals seeking classification for extraordinary ability or national interest waiver.

Ms. Bermudez also focuses her practice on global business immigration with a concentration in Latin America. She works with multinational corporations throughout the world to strategize and facilitate the transfer of its employees and their dependents for temporary assignments abroad, including obtaining the necessary residence and work permits, visa and post-entry registration.

### **Bar Admissions**

New Jersey  
New York

### **Education**

J.D., Yeshiva University, Benjamin N. Cardozo School of Law, 2000  
B.A., Rutgers University, Rutgers College, 1997  
University of Valencia, 1994-1995

### **Other Languages**

Spanish

### **Professional and Community Involvement**

International Talent Mobility Team, Leadership Team  
American Immigration Lawyers Association (AILA), member  
New York Bar Association, member  
American Bar Association, member

### **Speaking Engagements**

Speaker, "Expats and Seconddees into the US: Clearing the Employment and Immigration Hurdles," New York State Bar Association, Labor and Employment Section, Annual Meeting, January 25, 2013  
Speaker, "Managing Global Workforce Mobility," August 5, 2008

### **Publications**

Co-Author, "Immigration Policy and Employment Law in the Era of Trump," Labor & Employment Law Section Fall Meeting, New York State Bar Association, October 2017  
Author, "Immigration Basics for Expats and Seconddees," New York State Bar Association, Labor and Employment Section, Annual Meeting, January 25, 2013

Co-Author, "New IRS Audit Policies May Focus on HR Departments," *SHRM Magazine*, September 4, 2009

Co-Author, "IRS to Audit Employers Sponsoring H-1B Visa Holders," Bloomberg News, June 15, 2009

Co-Author, "Termination of Foreign Nationals: Refresher on Due Diligence from an Immigration Perspective," October 17, 2009

Marcela Bermudez is a senior counsel with Greenspoon Marder LLP in New York. She focuses her practice on business immigration. She also focuses her practice on global business immigration with a concentration in Latin America. She works with multinational corporations throughout the world to strategize and facilitate the transfer of its employees and their dependents for temporary assignments abroad. Ms. Bermudez also represents foreign investors seeking visa status based on start-up companies and investments, as well as individuals seeking classification for extraordinary ability or national interest waiver.



# **JOSEPH A. CARELLO, ESQ.**

## **BIOGRAPHY**

Joseph A. Carello, Labor and Employment Counsel at Wegmans Food Markets, Inc.

Education: B.S., Industrial and Labor Relations, Cornell University; J.D., Cornell Law School

Mr. Carello provides legal advice and counsel to the business on labor, employment and other personnel issues. He was previously a Labor & Employment Associate at Nixon Peabody LLP.



# LARRY CARY, ESQ.

## BIOGRAPHY

Larry Cary is a Founding Partner of [Cary Kane LLP](#). He has practiced labor, employment and employee benefits law for 30 years and been involved with the American labor movement for over 40 years. Previously he was the senior partner in the labor department of Vladeck, Waldman, Elias & Engelhard where he represented unions and benefit plans for 17 years. He also was general counsel to the Amalgamated Service and Allied Industries Joint Board, ACTWU, and its pension and welfare benefit plans. Before attending law school, Mr. Cary was an organizer for Local 3, United Storeworkers, RWDSU, a research assistant in a multiemployer welfare benefits plan, and the development specialist in charge of starting-up the Robert F. Wagner Labor Archives at New York University.

Mr. Cary taught labor law and related subject for over 20 years. He was an Adjunct in the labor liberal arts extension certificate program of Cornell University, School of Industrial and Labor Relations, where he has taught labor, employment and employee benefits law. As an Assistant Professor for Hofstra University he taught labor law, union administration, contract administration, collective bargaining, political science and public administration. Mr. Cary also taught at the Labor College, Empire State, SUNY, in the Local 3, IBEW, electrical apprentice associates degree program.

Throughout his legal career, Mr. Cary has been counsel or co-counsel to various multiemployer plans, including pension, annuity, profit sharing, welfare, vacation and legal services plans in the private sector and to union-administered welfare, legal services and education funds in the public sector in New York City.

On behalf of unions, Mr. Cary negotiates collective bargaining agreements, arbitrates disciplinary and contract interpretation disputes, deals with internal union matters and advises on anti-corporate campaigns. He has handled matters before a wide variety of administrative agencies, including the NLRB, NMB, PERB, OCB, OATH, IRS, DOL, INS, EEOC, NYS Division of Human Rights and NYS Departments of Health, Education and Labor. He has represented clients in many industries, including: trucking, warehousing, municipal and voluntary hospitals, nursing home, the postal service, defense contracting, building service, newspaper, retail, manufacturing, clothing, laundry and linen supply, maritime, airline, private and public sector education, bakery, grocery and produce, over the road freight, car wash and government. Mr. Cary was General Counsel to TWU, Local 100, the union for bus and subway workers in New York City. He is General Counsel to District council 1707, AFSCME, which represents workers in New York City Day Care, Head Start, Home Care and other non for profit agencies.

Licensed to practice law in the State of New York, Mr. Cary litigates in both New York and Federal courts and is admitted to the United States Supreme Court, the United States Court of Appeals for the Second Circuit, and the United States District Courts for the Southern and Eastern Districts of New York.

Mr. Cary is active in a number of organizations. Since 1983 he has been a member of the labor advisory board of the Robert F. Wagner Labor Archives, which is an internationally respected labor history archives. He is the Treasurer of the Workers Defense League, Inc., which provides free representation to claimants at unemployment compensation insurance hearings in New York City. Mr. Cary serves *pro bono* as counsel to the New York Committee for Occupational Safety and Health, which is the leading organization in New York City promoting safe and healthful workplaces. For ten years he was the President of the Cornell University Adjunct Faculty Federation, Local 4228, NYSUT, AFT, and a delegate to the New York City Central Labor Council. Mr. Cary served on the Executive Board of the New York Labor History Association for ten years and was its President in 1985-1986. As a result of his efforts, in 1986 Governor Mario M. Cuomo proclaimed May "Labor History Month" in New York State.

Mr. Cary is a member of the Association of the Bar of the City of New York, the American Bar Association, the New York State Bar Association, the AFL-CIO Lawyers Coordinating Committee, the Federal Bar Council, the International Foundation of Employee Benefit Plans and the Association of Benefit Administrators. He is the President and a member of the Board of Directors of the Brooklyn Tech Alumni Foundation, having graduated from Brooklyn Technical High School where he majored in chemistry. The Alumni Foundation recently completed a \$21 million fund raising campaign to support educational excellence at BrooklynTech. He graduated from Brooklyn College, with a major in history and a minor in economics. He received a Masters of Public Administration from New York University where his studies concentrated on health policy, planning and administration. He earned his law degree at Brooklyn Law School and a Certificate in Employee Benefits Law from Georgetown University's Law Center.

# **PETER D. CONRAD, ESQ.**

## **BIOGRAPHY**

Peter Conrad began his legal career as a trial attorney and hearing officer at the National Labor Relations Board.

Peter joined Proskauer's Labor & Employment Law Department in 1980 and became a partner in 1986. He has represented employers in numerous industries (including health care, higher education, financial services, trucking, pharmaceutical, petrochemical, telecommunications, legal services, publishing, retail, broadcasting, entertainment, hotel and professional sports) in the full range of unfair labor practice and election proceedings before the NLRB. In the nearly 30 years that Peter has handled matters at the NLRB, he has confronted virtually every issue that a labor lawyer practicing in this area could expect to see, from the straightforward discharge for union activity, to the most complex secondary boycott, successorship and refusal-to-bargain situations, representing some of the firm's most prestigious clients.

The remainder of Peter's time is devoted to the related areas of union avoidance and corporate campaigns (defending employers against organizational activity in its many forms), as well as arbitration, negotiation, and litigation under collective bargaining agreements. Although primarily engaged in a more traditional labor relations practice, Peter also represents companies in employment discrimination cases (before state and federal administrative agencies and in the courts), workers' compensation and unemployment insurance proceedings, and general client counseling in all areas of labor relations and employment law.

The clients that Peter represents on a regular basis include T-Mobile USA, United Parcel Service, Consolidated Edison Company of New York, Barneys New York, Delaware North Companies, Castle Oil Corporation, and Otis Elevator Company, to name a few.

As a member of the interdepartmental Sports Law Group, Peter also has done work over the years for the National Basketball Association, the National Hockey League, Major League Baseball and the Major Indoor Soccer League, primarily in matters pending at the NLRB, including the 1995 attempted decertification of the National Basketball Players' Association and the much more recent season-long lockout by the NHL in 2004/2005.

Peter has been a member of the faculty of the Practising Law Institute since 1987, speaking on the labor and employment law aspects of "Acquiring or Selling the Privately Held Company."



# HON. THÉRÈSE WILEY DANCKS

## BIOGRAPHY

Thérèse Wiley Dancks is a United States Magistrate Judge for the Northern District of New York. At the time of her appointment in February of 2012, she was a founding partner in the law firm of Gale & Dancks, LLC, where her practice centered on civil litigation and trial work. She was associated with the Syracuse law firm of Mackenzie Hughes, LLP from 1991 to 1997. Judge Dancks graduated *magna cum laude* from Le Moyne College in 1985 and earned her J.D. degree *cum laude* from Syracuse University College of Law in 1991. She serves on various committees for her district court, the Second Circuit, and the Federal Magistrate Judges Association. She is a native Central New Yorker, and in her spare time assists local community and professional organizations, with an emphasis on helping providers of legal services to the indigent and poor, bar associations, and educational institutions.





# **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 of the Manhattan Region of the National Labor Relations Board. She served as Regional Director until her retirement in 2017. Currently Ms. Fernbach is a Visiting Assistant Professor at Hofstra Law School. She teaches labor law, employment law, collective bargaining, advanced topics of labor law and is a faculty advisor for the Hofstra Labor & Employment Law Journal. She also teaches Labor Law as an Adjunct Professor at St. John's law school.

In 2019, Ms. Fernbach was appointed to the AAA Labor Arbitration Panel. She also mediated federal employee work place disputes when she was employed at the NLRB. Ms. Fernbach is an active member of the Labor and Employment Law Section of the NYS Bar Association and a Member of the Advisory Board of Cornell Institute of Labor Relations. She is a member of both the Long Island and NYC Sections of the Labor Employment Relations Association, (LERA). In 2019 she was appointed to the Executive Board of LI LERA.

Ms. Fernbach has been a guest speaker at numerous conferences addressing current legal issues in both the labor and employment field. Some of the organizations where she has been invited to speak at include the NYS Bar Association, American Bar Association, NYC Bar Association, Cornell Institute of Labor Relations, American Conference Institute, and both the NYC and Long Island Sections of LERA.



# **PATRICIA L. GANNON, ESQ.**

## **BIOGRAPHY**

Ms. Patricia L. Gannon is a shareholder in Greenspoon Marder's Immigration and Naturalization practice group. Ms. Gannon focuses her practice on business immigration. She advises multi-nationals on employment verification matters and develops various compliance strategies and programs and, employment-based immigrant petitions, investment and professional visas. Ms. Gannon, as a member of the Foreign American Counsel, concentrates her international practice on global immigration and provides outbound assistance to foreign companies. She facilitates and organizes global human resources through the implementation of visa and management of global mobility staff.

Ms. Gannon has represented fortune 500 companies, artists, Olympic athletes, banking, telecommunications, and an array of international high net individuals.

Previously, Ms. Gannon was the deputy district counsel for the former Immigration and Naturalization Service, where she spearheaded nationwide enforcement initiatives and worked with the Eastern Region Service Centers' policy and enforcement of employment eligibility verification forms. She also served as a special assistant to U.S. Attorney for the Eastern District of New York where she investigated and prosecuted many complex immigration civil cases.

Ms. Gannon has lectured nationally and internationally on immigration issues to bar associations and industry groups.

### **Bar Admissions**

Minnesota  
New Jersey

### **Education**

J.D., William Mitchell College of Law, 1990  
B.A., University of Minnesota, Twin Cities Campus, 1986  
Universidad De Cadiz, 1984-1985

### **Other Languages**

Spanish

### **Professional and Community Involvement**

New York State Bar Association, Immigration Section, chair  
International Talent Mobility Team, leadership team  
United States Chamber of Commerce, Employment Labor Committee, Immigration Sub-Committee, member  
American Immigration Lawyers Association (AILA), member  
Employer Sanctions Legislative Committee and the Anti-Exploitation Task Force Committee, member

## **Speaking Engagements**

Featured Judge, 2019 National Immigration Law Competition, New York University Law Moot Court Board, February 1-2, 2019

Speaker, "Investment and Citizenship Portfolios," Latin American Lawyer Forum, September 13, 2018

Speaker, "Forming and Dissolving Partnerships," AILA Annual Conference on Immigration Law, June 14, 2018

Speaker, "Labor & Employment Law Section Fall Meeting," New York State Bar Association, Bolton Landing, NY, October 20-22, 2017

"How to Prepare Your Clients for Potential Raids," Webinar Presented by American Immigration Lawyers Association, July 18, 2017

Speaker, "2017 AILA Employer Compliance and Worksite Enforcement Conference," American Immigration Lawyers Association, Scottsdale, AZ, February 10-11, 2017

"Clinton vs. Trump on Immigration – An overview of Very Different Perspectives," Webinar Presented by New York State Bar Association, October 19, 2016

Speaker, "Basic Immigration Law," Practice Law Institute, March 23, 2006, 2011

Speaker, "The Need for a U.S. Immigration Reform: The U.S. and Mexican Perspective," United States-Mexico Chamber of Commerce, March 2, 2006

## **Recognitions**

*The National Law Journal*, "Immigration Trailblazer," 2018

*U.S. News & World Report*, "Best Lawyers," 2014 – 2018

*InterContinental Finance Magazine*, Legal Excellence Award, 2011-2016

Legal 500 U.S., 2013 - Present

Who's Who Legal, 2008 - Present

Attorney General Award, Outstanding Compliance with EEO Hiring Practices, nominated  
Department of Justice, Outstanding Performance in Investigation and Prosecution

## **Publications**

Co-Author, "Border Patrol: Risks of the U.S. Commercial Cannabis Industry for Non-U.S. Citizens," *Cannabis Business Times*, October 9, 2018

Co-Author, "Immigration Policy and Employment Law in the Era of Trump," Labor & Employment Law Section Fall Meeting - New York State Bar Association, Bolton Landing, NY, October 20-22, 2017

Co-Author, "Introduction to ICE HIS I-9 Audits," American Immigration Lawyers Association, Scottsdale, AZ, February 10-11, 2017

Co-Author, "New IRS Audit Policies May Focus on HR Departments," *SHRM Magazine*, September 4, 2009

Co-Author, "Time for Supreme Court to Rein in Expansion of Civil RICO," *New York Law Journal*, April 4, 2006

# GRETCHEN HARDERS, ESQ.

## BIOGRAPHY

**GRETCHEN HARDERS** is a Member of the Firm in the Employee Benefits and Executive Compensation practice, in the firm's New York office.

Ms. Harders' practice focuses on all aspects of executive compensation and employee benefits law. Ms. Harders counsels a broad range of clients on executive compensation and employee benefit issues, tax-qualified and non-qualified plans, 401(k) plans, the Patient Protection and Affordable Care Act, deferred compensation, executive incentive compensation plans, executive employment and severance agreements, Section 409A compliance, equity-based compensation plans, multiemployer plans and health and welfare plans and trusts.

Ms. Harders has been selected by her peers for inclusion in *The Best Lawyers in America*<sup>®</sup> in the field of Employee Benefits (ERISA) Law (2014 to 2020). She was also recommended by *The Legal 500 United States* in the category of Employee Benefits, Executive Compensation, and Retirement Plans: Design (2013, 2014, 2018, 2019), and named to the *New York Metro Super Lawyers* list in the area of Employee Benefits (2013 to 2018).

### Education

University of Minnesota Law School (J.D., cum laude, 1997)  
University of Chicago (B.A., 1989)

### Bar Admissions

New York



# **NOLAN J. LAFLER, ESQ.**

## **BIOGRAPHY**

Nolan is an associate attorney in Blitman & King's Rochester office. Nolan's labor practice is comprehensive, including all facets of collective bargaining, grievance and interest arbitration, proceedings before PERB and the NLRB, matters of internal union administration, and related state and federal court litigation on behalf of unions. He represents unions in various industries and sectors of the economy, including police, fire and corrections; transit; education; retail, service and production; and the building and construction trades.

Nolan is a 2014 graduate of the American University Washington College of Law in Washington, D.C., where he worked as a law clerk at AFSCME, the NLRB and the U.S. Department of Labor. He is a recipient of the Peggy Browning Fellowship for Workers' Rights. Nolan received his Bachelor of Arts in Political Science from the University at Albany, State University of New York, in 2011. As an undergraduate, he worked in CSEA's government relations division.





# **COLIN M. LEONARD, ESQ.**

## **BIOGRAPHY**

Colin is a management-side labor and employment law attorney who works with clients throughout Central New York, the Mohawk Valley and the Southern Tier of New York.

His practice includes traditional labor-related work, including collective bargaining, labor arbitrations and agency matters before the NLRB and PERB. Colin also represents employers in federal and state anti-discrimination litigation and counsels human resources professionals on wide-ranging legal issues, including wage and hour, employee discipline and the New York State Labor Law.

Colin has experience assisting employers manage downsizing situations, when compliance with state and federal statutes relating to employment losses is critical. In particular, he has worked closely with employers in managing WARN-related risks resulting from plant closings and mass layoffs. Colin has represented employers in claims brought by unions and employees asserting violations of the New York State WARN Act. He helps employers conduct risk assessments and adverse impact analyses relating to layoffs, so that an employer can proceed with planned downsizing consistent with applicable law.

Employers regularly engage Colin to conduct workplace training. This includes union avoidance training for management and supervisors, FMLA training for HR professionals and workplace harassment training for employees and supervisors. Colin is a regular presenter for groups including the Central New York Chapter of the Society of Human Resource Management, the Human Resource Association of the Twin Tiers and the Southern Tier Association for Human Resources.



# **JESSICA LUKASIEWICZ, ESQ.**

## **BIOGRAPHY**

Jessica Lukasiewicz joined Thomas & Solomon LLP in 2008 after graduating from Syracuse University College of Law. Since joining the firm, Ms. Lukasiewicz has worked extensively on representing employees in wage-and-hour matters under both state and federal law, including the Fair Labor Standards Act. She also counsels and litigates on a wide variety of employment matters including discrimination, sexual harassment, and the Family Medical Leave Act.

During law school, Ms. Lukasiewicz gained experience on a wide range of discrimination issues while working at MFY Legal Services, Inc., Legal Services of Central New York, and the U.S. Department of Education Office for Civil Rights. She was also Business Editor for The Digest.

Before attending law school, Ms. Lukasiewicz graduated cum laude from the University of Florida in 2005, where she majored in psychology.

### **EDUCATION**

**Syracuse University College of Law**, Syracuse, New York  
J.D., 2008

**University of Florida**  
B.S., *cum laude*, 2005  
Major: Psychology

### **HONORS AND AWARDS**

NY Super Lawyers Rising Stars, 2015–Present

### **PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS**

New York State Bar Association  
Monroe County Bar Association  
American Bar Association  
National Employment Lawyers Association  
Greater Rochester Association for Women Attorneys  
Co-chair, Labor & Employment for Women’s Bar Association of the State of New York  
Professional Advisory Committee for Hearing Loss Association



# **ERIN MCGEE, ESQ.**

## **BIOGRAPHY**

Erin McGee practices in the areas of employee benefits law and labor and employment law. She advises unions and boards of trustees of employee benefit plans on administrative and operational issues, as well as on compliance with a variety of laws, including state and federal employment statutes, the Employee Retirement Income Security Act, and the federal tax code, as well as represents union members in arbitrations and assists in labor law matters. She also represents union members and their families in housing, consumer credit and real estate matters.

Erin received her J.D. from the Fordham University School of Law in 2005, where she was a Francis J. Mulderig and a Stein Public Interest Scholar, leader of the Labor Law Interest Group and Habitat for Humanity, and a first-place Trial Advocacy competitor and coach. Prior to law school, she studied Philosophy and Politics at New College, Oxford University, as a Rhodes Scholar, where she was a member of the rowing team that defeated Cambridge in the annual boat race. She earned her B.A.s in English and Journalism at Iona College in New Rochelle, New York.

Erin is admitted to practice in New York and the U.S. District Courts for the Southern and Eastern Districts of New York.



# **GEOFFREY A. MORT, ESQ.**

## **BIOGRAPHY**

Geoffrey Mort is of Counsel to Kraus & Zuchlewski LLP, where he represents individual employees and specializes in employment discrimination litigation as well as separation and employment agreements. He previously served as an Assistant Corporation Counsel in the New York City Corporation Counsel's Office and as an Assistant Circuit Executive for the United States Second Circuit. Mr. Mort has extensive litigation experience, primarily in the Federal Courts, and has tried numerous cases to verdict or bench decision. In addition, he has conducted arbitrations before the American Arbitration Association, FINRA and the New York Stock Exchange. Mr. Mort is admitted to practice in New York and Colorado, as well as in the U.S. Second Circuit and Southern, Northern and Eastern Districts of New York. He is a Fellow of the College of Labor and Employment Lawyers, and also is a regular contributor to the "Outside Counsel" column in the New York Law Journal.

Additionally, Mr. Mort is co-chair of the Workplace Rights and Responsibilities Committee and a member of the Executive Committee of the New York State Bar Association ("NYSBA") Section on Labor and Employment Law, as well as NYSBA's Committee on Cannabis Law. He has spoken at NYSBA annual meetings, Labor and Employment Law Section Fall meetings, and conferences of the National Employment Lawyers Association/New York. Mr. Mort also is a member of the New York City Bar Association and the American Bar Association, where he is a member of the Employee Rights and Responsibilities Committee. He graduated from Brooklyn Law School, where he was Commentaries Editor of the Law Review, and *magna cum laude* from the University of Denver.





# **HON. JOSEPH E. O'DONNELL**

## **BIOGRAPHY**

Judge O'Donnell joined PERB's Buffalo office in March 2015. Prior to accepting his appointment as an Administrative Law Judge, he served as a Senior Partner in the Buffalo law firm of Reden and O'Donnell LLP for approximately 20 years. After graduating from law school, he worked as a Management Labor Relations Representative for General Motors Corporation before moving on to serve as an Associate Counsel in CSEA's Legal Department during the late 1980's, where he had the distinct privilege of working with Jerome Lefkowitz, then CSEA's Deputy General Counsel.

Judge O'Donnell received his Juris Doctorate degree from California Western School of Law, San Diego, California, in 1984, and his Bachelor of Science degree in Industrial Administration from General Motors Institute (now Kettering University) in 1979.

Judge O'Donnell is admitted to practice in New York, California, and Washington D.C.



# **LAURA RODRIGUEZ, ESQ.**

## **BIOGRAPHY**

Laura Rodríguez is an associate at Pechman Law Group PLLC, where she dedicates her practice to representing both employees and management in a broad range of labor and employment matters.

Ms. Rodríguez has independently handled over seventy-five wage and hour cases including individual, collective, and class action lawsuits in the state and federal courts of New York, New Jersey, Connecticut, and Pennsylvania. She also represents employees and employers in the negotiation of severance agreements and non-compete issues, as well as the investigation and litigation of harassment, discrimination, and retaliation claims before the Equal Employment Opportunity Commission, the National Labor Relations Board, the New York State Department of Labor, and the New York City Commission on Human Rights. Of note, in 2017 Ms. Rodríguez obtained a judgment of over \$1.4 million for five former workers of Indus Valley Restaurant, now closed, in the matter, *Dias v. PS Bros. Gourmet, Inc.* In 2018, she was lead counsel for a 3-day federal court trial representing the plaintiffs of *Eren v. Gulluoglu LLC*, bakery employees who had been misclassified and denied overtime wages. The judge found in plaintiffs' favor for all claims and issued a judgment awarding them payment for lost wages, interest, and other damages going back six years.

Ms. Rodríguez is an Adjunct Professor at Fordham Law School where she teaches an employment law course that explores issues of wage theft on a local, state, and national level. She is a founding member of Fordham Law's Alumni Attorneys of Color Affinity Group and co-chairs the group's New Attorneys Division. She is also a member of the New York City Bar Association and sits on the Minorities in the Courts Committee. In January 2019, she appeared on the ABC Network show, *Tiempo*, to discuss the rights of and issues affecting low-wage workers.

Prior to attending law school, Ms. Rodríguez served as an AmeriCorps volunteer and worked as a high school teacher and administrator in the Boston Public Schools.

### **BAR ADMISSIONS**

New York

New Jersey

U.S. District Court of New Jersey

U.S. District Court Southern District of New York

U.S. District Court Eastern District of New York

U.S. Court of Appeals for the Second Circuit

### **EDUCATION**

Fordham University School of Law, New York, New York Honors:  
Public Service Valedictorian; Archibald R. Murray Public Service  
Award, summa cum laude; Stein Scholar for the Public Interest;  
Law School Class of 1967 Endowed Scholarship Recipient

Brown University, Providence, Rhode Island Honors: Trifari  
Fellowship Awardee; Frances D. Horowitz Millennium Scholar

**LANGUAGES**

Spanish

Italian

# **HON. MARY THOMAS SCOTT**

## **BIOGRAPHY**

Judge Scott was appointed to serve as an ALJ in PERB's Buffalo regional office in May 2018. Prior to that time, she had a 25 year career in private and public sector labor relations, most recently as Deputy Director of Labor Relations for the County of Erie and the Director of Employee Relations for the City of Buffalo. Judge Scott received her Juris Doctorate from SUNY at Buffalo, a masters' degree in Industrial Administration from Carnegie-Mellon's Tepper School of Business, and her undergraduate degree from SUNYAB in Business Management. In 2009, she was awarded a US Fulbright Scholarship to teach Collective Bargaining and Forensic Labor Contract Analysis to graduate students at the Southern Federal University in Rostov-on-Don in the Russian Federation.



# PAUL J. SWEENEY, ESQ.

## BIOGRAPHY

Mr. Sweeney joined Coughlin & Gerhart, LLP, following active duty as a Marine Corps judge advocate. He is a partner in the firm and concentrates in labor and employment law and commercial litigation. As chair of the firm's Labor & Employment Law Practice Group, Mr. Sweeney defends employers against liability, discrimination, disability and wage & hour claims and represents employers in contract negotiations, arbitration, discipline and administrative proceedings before the Equal Employment Opportunity Commission, the New York State Human Rights Division, the National Labor Relations Board, the Public Employment Relations Board and the Occupational Safety and Health Administration. In addition, he also represents clients in complex contract, construction and real estate disputes and serves as a mediator for the U.S. District Court for the Northern District of New York.

Mr. Sweeney, a co-chair of the Public Sector Labor Relations Committee of the New York State Bar Association's Labor and Employment Law Section, serves on the Section's Executive Committee and is the immediate past Treasurer of the Northern District of New York - Federal Court Bar Association. He edits BLR's *New York Employment Law Letter*, a monthly publication that helps employers understand new laws, regulations and court cases. Mr. Sweeney has received an "AV Preeminent" peer review rating from Martindale-Hubbell and has been named for inclusion in the *Best Lawyers in America* and the *Upstate New York Super Lawyers* publications. He is a member of the Federation of Defense & Corporate Counsel.

Mr. Sweeney retired as a colonel in the Marine Corps Reserve with more than 29 years of active duty and reserve service, including a combat deployment to Fallujah, Iraq. Prior to his retirement, he served as the senior Marine Reserve attorney in the Office of the Counsel for the Commandant of the Marine Corps and was the officer-in-charge of all Marine Reserve attorneys assigned to the Commandant, the Chairman of the Joint Chiefs of Staff and DoD Office of General Counsel. His personal awards include the Legion of Merit, the Defense Meritorious Service Medal and the Meritorious Service Medal, with gold star device.

Mr. Sweeney received his Bachelor of Arts degree, *in cursu honorum*, from Fordham University and his Juris Doctor degree from Brooklyn Law School.





# **ERIN S. TORCELLO, ESQ.**

## **BIOGRAPHY**

**Erin S. Torcello works closely with her clients as a strategic business partner to provide practical solutions to complex legal issues in the workplace.**

She represents and counsels management in the private and public sectors on a wide variety of labor and employment matters, including:

employment discrimination  
and workplace harassment  
wrongful discharge  
layoffs  
employee handbooks  
unfair labor practice charges  
Age Discrimination in Employment Act  
National Labor Relations Act  
New York State Human Rights Law  
Fair Labor Standards Act (FLSA)  
New York State Public Employees  
Fair Employment Act (the Taylor Law)  
collective bargaining and  
wage and hour issues  
civil rights litigation  
personnel policies  
labor arbitration  
claims brought under Title VII  
Americans with Disabilities Act  
Family Medical Leave Act  
Occupational Safety and Health Act (OSHA)

### **Honors & Affiliations**

Listed in:

*The Best Lawyers in America*® 2020, Employment Law - Management

*New York Super Lawyers 2019*®, Employment and Labor

*New York Super Lawyers 2018*®, Upstate New York Rising Star, Employment and Labor

40 Under 40, *Buffalo Business First*, 2018

New York State Bar Association, Labor and Employment Law Section

Erie County Bar Association

Women's Bar Association of the State of New York

Buffalo Niagara 360 (BN360) Spotlight Professional, 2016-17

### **Education**

University at Buffalo School of Law (J.D., *magna cum laude*, 2007)

Cornell University School of Industrial and Labor Relations (B.S. 2004)

## **Bar/Court Admissions**

New York

U.S. District Court for the  
Eastern District of New York

U.S. District Court for the  
Western District of New York

## **Practices**

School Districts

Municipalities

Manufacturing

Labor and Employment

## **Representative Matters**

Defended employers in numerous litigations and administrative actions alleging employment discrimination, harassment and/or retaliation.

Represented multiple employers in connection with wage and hour audits conducted by the New York State Department of Labor and the United States Department of Labor.

Handled multiple collective bargaining negotiations on behalf of management in various industries, including, education, health care and not-for-profit.

## **Representative Presentations**

The Employers Guide to Dealing with Substance Abuse, Buffalo Niagara Partnership Speaker Series, March 21, 2019

Interviewed, Opioid Abuse on the Job: No Simple Solution for Employers, October 3, 2018

Interviewed, On Target with Penny Wolfgang, March 4, 2018

Pregnancy & Reasonable Accommodations - State and Federal Rights, WNY WBASNY, October 21, 2016

Once a Problem is Discovered, What are an Employer's Options?, Opiates in the Workplace Better Business Bureau of Upstate New York Seminar, September 22, 2016

State of the Union: NLRB's Expanded Impact on Your Workplace, Bond, Schoeneck & King Workplace 2016, June 1, 2016

Beating DOL to the Punch – Conducting Internal Wage & Hour Audits, Bond, Schoeneck & King Workplace 2014, June 12, 2014

Got It Covered? Often Overlooked Wage and Hour Issues for New York Employers, Bond, Schoeneck & King Workplace 2012, May 31, 2012

Employment Discrimination CLE, SUNY Buffalo Law School GOLD Group, November 2011

Proceed With Caution: What The 'New' NLRB Signals for Employers with Non- Union Employees, Bond, Schoeneck & King Workplace, 2011

Avoid Getting Burned: Hot Topics in Hiring and Recruitment, Bond, Schoeneck & King Workplace, 2011

The 'New' NLRB Signals for Employers with Non-Union Employees: Are You Ready?, Bond, Schoeneck & King Breakfast Briefing Series, 2011

Religion in the Workplace: Understanding Employee Rights and Employer Obligations, Bond, Schoeneck & King Workplace, 2010

# **KELLY TRINDEL, PH.D.**

## **BIOGRAPHY**

**Kelly Trindel, Ph.D.** is Head of Industrial Organizational Science + Diversity Analytics at pymetrics, a gamified assessment and analytics startup creating employment selection tools and performance-enhancement software for the human capital field. Kelly has built an international team of Industrial Organizational Psychologists and EEO Analysts at pymetrics who consult with clients and handle job analysis, fairness testing, and validation outcome studies for the life of our SaaS engagements. Before joining pymetrics in February 2018, Kelly worked at the Equal Employment Opportunity Commission (EEOC) most recently serving as Chief Analyst and Director of Research + Investigative Analysis. In this role, she led a group of Social Scientists located in district offices around the country in providing analytic support for systemic investigations and case development. While at EEOC Kelly served as the Commission's expert on 'big data' issues, including changing human resource models and people analytics. She served as the Chair of EEOC's Workgroup on Big Data and as a senior advisor on its Committee of Advisors on Systemic Enforcement. Kelly also co-chaired EEOC's annual academic conference, EEODataNet.



# **DEAN W. BRADLEY WENDEL**

## **BIOGRAPHY**

Brad Wendel joined the Cornell faculty in 2004, after teaching at Washington and Lee Law School from 1999-2004. Before entering graduate school and law teaching, he was a product liability litigator at Bogle & Gates in Seattle and a law clerk for Judge Andrew J. Kleinfeld on the U.S. Court of Appeals for the Ninth Circuit.

His teaching interests are in the regulation of the legal profession and torts, and his research focuses on the application of moral and political philosophy to problems of legal ethics.



# **DR. GERLIND WISSKIRCHEN**

## **BIOGRAPHY**

Gerlind Wisskirchen is a specialist lawyer in the area of labor and employment law with a special focus on advising international corporations. The excellence of her advice lies in her profound understanding of the business environments of her clients, her analytic ability and her strategic, precise, clear recommendations. Her endeavors extend beyond simply providing legal advice. She and her team are performance-driven and creative and strive to forge workable and strategic client-focused solutions so that businesses can achieve their business objectives. Part of this advice is project management, thus understanding the relevant factors, defining the goals, selecting the best methods and tools, and precisely implementing the set objectives. Gerlind Wisskirchen advises multinational corporations particularly on the issues of reorganization, national and international labor and employment law and compliance. She provides support to management – as a strategic advisor or member of the supervisory/advisory board – from the HR and labor and employment law perspective when business plans and strategies are being developed. Gerlind Wisskirchen is an expert on digitalization of the world of work and editor of the report ""Artificial Intelligence and Robotics and Their Impact on the Workplace" for the Global Employment Institute.

In a globalized world in which national borders are increasingly diminishing and corporations are facing global challenges, she has particular expertise in cross-border projects like business reorganizations (outsourcing, off-shoring), compliance issues, cross-border compensation programs, cross-border audits and internal investigations, board level codetermination, matrix structures of multinational corporations, the European works council, the implementation of codes of conduct, whistleblowing systems and IT-systems, the posting of employees and data privacy protection issues. She developed the "EU Labor & Employment Law Navigator," a comparative analysis of the labor and employment law systems in Europe.

Gerlind Wisskirchen is a regular moderator and panelist at national and international conferences on the legal issues of international HR management and on issues of cross-border Labor and employment law, such as the International Bar Association, the American Bar Association and the American Employment Law Council. She is a lecturer for the MBA program "International Human Resources Management" at Cranfield University, UK, one of the leading European business schools. She has published numerous articles in German and in English.





# **RICHARD K. ZUCKERMAN, ESQ.**

## **BIOGRAPHY**

Richard K. Zuckerman represents management in all public and private sector labor and employment law areas, including collective bargaining, discipline and litigation-related matters. His public sector clients include school districts, libraries, cities, counties, towns, villages and fire and ferry districts. He also serves as general counsel to school districts and as a hearing officer in General Municipal Law Section 207-a and 207-c disputes.

Mr. Zuckerman is the immediate past Chair of the New York State Bar Association (NYSBA's) Local and State Government Law Section and a former Chair of the NYSBA's Labor and Employment Law Section, as well as a former President of the New York State Association of School Attorneys.

He has also served as a member of the NYSBA's House of Delegates. Mr. Zuckerman is a Fellow of the Governors of The College of Labor and Employment Lawyers, a Fellow of the American and New York Bar Foundations, and an Inaugural Member of the Board of Advisors for the St. John's University School of Law Center for Labor and Employment Law. He is one of the co-editors for the New York State Bar Association's treatise "Lefkowitz on Public Sector Labor and Employment Law, Fourth Edition," as well as its Third Edition and Supplements, and was an editor for the American Bar Association's treatise "Discipline and Discharge in Arbitration" and Supplement. In addition, he was a contributing author to the 6th edition of the ABA's contract arbitration treatise, "How Arbitration Works" (Elkouri & Elkouri), and has co-authored numerous practice-related articles.

Mr. Zuckerman has been named as a Best Lawyer in America© since 2012 and is the Best Lawyers' 2019 "Lawyer of the Year: Labor Law- Management" for Long Island, as well as in 2017, in addition to being the 2015 New York City "Labor Law - Management "Lawyer of the Year." He has also repeatedly been named a New York Super Lawyer® in Labor and Employment Law, a Who's Who in American Law®, and a Long Island Business News' Who's Who in Labor Law. He has presented at numerous programs regarding various labor, education and employment law-related topics. He is admitted to practice before the United States Supreme Court, the federal Second Circuit Court of Appeals and the Eastern and Southern Districts of New York, as well as New York State courts.

Mr. Zuckerman is a graduate of the Columbia University School of Law, where he served as Director of the First Year Moot Court program. He graduated summa cum laude from the State University of New York at Stony Brook, where he was elected to Phi Beta Kappa in his junior year and received the William J. Sullivan Award, the University's most prestigious academic and service award.