



# Payne Horning

*Associate*

*Syracuse*

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## Education

- Syracuse University College of Law, JD, *Magna Cum Laude*; *Syracuse Law Review*, Editorial Staff
- Ball State University, BA
- Southwestern Community College, AA

## Practices & Industries

- Labor & Employment

## Admitted to Practice

- New York

## Court Admissions

- US District Court for the Northern District of New York
- US District Court for the Southern District of New York

## Biography

Payne concentrates his practice on advising and representing clients on a wide range of labor and employment matters. His practice includes employment litigation and advising clients on issues such as hiring, discipline, and termination, among other things. Payne leverages his experience in broadcasting and experience gained through legal internships to effectively represent and advise the firm's clients.

In addition to his own practice, Payne serves on the Syracuse office Diversity Leadership Team.

## Bar Associations

- Northern District of New York Federal Court Bar Association

## Prior Experience

- Barclay Damon LLP, Law Clerk
- Corporation Counsel, City of Syracuse, Summer Intern
- Local News, Inc., Reporter
- WRVO Public Media, Reporter and Producer

## Selected Honors

- New York State Bar Association, Empire State Counsel® Honoree, 2023
- Syracuse University College of Law, Justinian Honorary Law Society, 2020; Order of the Coif, 2021
- Radio Television Digital News Association Regional Edward R. Murrow Award for Feature Reporting for Region 11 (New Jersey, New York, Pennsylvania), 2020
- Syracuse Press Club, First Place, Radio Spot News, 2019
- New York State Broadcaster's Association, Outstanding Feature, Outstanding Spot News, Outstanding Use of Audio, 2018

## Selected Media

- *USLAW Magazine*, "Preserving Your Company's Confidential Business Information in the Age of Working Remotely and Cybersecurity Threats"

## Selected Alerts & Blog Posts

- DOJ Submits Proposed Rule for ADA Online Accessibility Standards
- Height and Weight Now Protected Classes Under NYC Human Rights Law
- New York State Expands the Rights of Breastfeeding Employees in the Workplace: What Employers Need to Know
- NYS Appellate Court Sustains College's Tenure Terminations
- ADA Accessibility Lawsuits: Federal Appellate Court Raises Bar for Serial Plaintiffs Targeting Hotels, Motels