

# Labor and Employment Law



Damon & Morey's labor and employment practice is devoted primarily to the representation of employers. The firm represents municipalities, health care institutions, manufacturers and other private and public, union and non-union clients in proceedings before Federal and State courts and administrative bodies. In addition, Damon & Morey regularly provides expert counsel in all areas of labor and employment law, including:

- collective bargaining negotiations
- union organizing campaigns
- grievance procedure and arbitration hearings
- unfair labor practice and representation proceedings under the National Labor Relations Act
- improper practice and representation issues under New York's Taylor Law
- employee benefits and pensions
- employee handbooks
- civil rights and employment discrimination cases (ADA, ADEA, Civil Rights Act of 1991, Sexual Harassment, Title VII, New York Human Rights Law, etc.)
- employer statutory and regulatory compliance (COBRA, ERISA, Family and Medical Leave Act, WARN, IRCA, HIPAA, etc.)
- wage and hour requirements (FLSA)
- substance abuse and other employment policies
- wrongful termination litigation
- Occupational Safety and Health Act inspections and compliance proceedings
- unemployment insurance
- workers' compensation discrimination
- immigration and naturalization
- civil service law



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Damon & Morey's work in labor and employment matters involves client counseling, litigation, the interpretation of employment and collective bargaining agreements to avoid litigation and the negotiation of collective bargaining agreements.