



PRACTICE GROUP CHAIRS

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LABOR AND EMPLOYMENT

At Goldberg Segalla, we serve the day-to-day needs of employers of all types and sizes throughout the Northeast and the entire United States.

We are a forerunner in labor and employment law, with attorneys who are committed to a team approach to client service, client relations, and practice management. We believe strongly in teamwork, preferring to work alongside management (hand-in-hand) to assure that its goals and philosophies are advanced.

Focusing on employers

Our attorneys are interested in only the employer's side of labor and employment issues. We counsel ownership/management on all matters relating to an employer's relationship to prospective, current and former employees. Every day, we provide business owners and managers with practical, balanced advice and daily counseling, supported by our wealth of experience in negotiation, litigation, and courtroom issues.

The attorneys at Goldberg Segalla are familiar with state and federal statutes and regulations, as well as decisions of the state and federal courts and agencies that directly affect an employer's ability to profitably operate its business. Even with this extensive knowledge base, we are committed to staying abreast of the laws impacting the workplace. For this reason, we are staffed so that we can stay on top of the rapidly developing field of labor and employment law.

Consider our knowledge

Our experienced litigation counsel have successfully represented employers against all types of unfair labor practice charges, claims of sexual harassment and gender discrimination, and allegations relating to age, race, gender, and disability discrimination.

We routinely handle a full range of employment and labor issues, with particular experience in the following representative practice areas:

- Administrative agency/tribunal matters
- Age Discrimination in Employment Act
- Alternative dispute resolution
- Americans with Disabilities Act
- Civil Rights § 1983 Claims
- Class action defense
- COBRA
- Collective bargaining
- Disciplinary Proceedings (Successfully represented the Erie County Water Authority in sustaining the discharge of an employee under section 75 of the Civil Service Law, despite a hearing officer's recommendation that the employee receive a reprimand. Matter of Kocur v. Erie County Water Authority, 9 A.D. 3d 910 (4th Dept. 2004))
- Discrimination Claims - Title VII
- Drug and alcohol testing
- Employee benefits
- Employment contracts
- Employment practices liability insurance

- Equal Pay Act
- ERISA
- Fair Labor Standards Act
- Family and Medical Leave Act
- Handbooks and personnel policies
- Health Insurance Plans for Employees
- Immigration
- National Labor Relations Act
- New York State Human Rights Law
- New York State Public Employment Relations Board
- New York State Labor Law
- Non-competition agreements
- Occupational Safety and Health Act
- Older Workers Benefits Protection Act
- Rehabilitation Act of 1973
- Retaliation claims (Successfully represented the Niagara Frontier Transportation Authority in the dismissal of a whistle-blower action. Mark Palmer V Niagara Frontier Transportation Authority, 56 A.D.3d 1245; 867 N.Y.S.2d 318 (4th Dept. 2008))
- Unemployment
- Viet Nam Veterans Employment and reemployment Act
- WARN Act
- Workplace violence
- Wrongful discharge

Goldberg Segalla offers exemplary service, wisdom and experience at reasonable hourly rates. Because of this, we are the first and last resource for business owners, managers and employment practices liability insurers in labor and employment law.