GOLDBERGSEGALLA



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Buffalo

PRACTICES

Employment and Labor

Commercial Litigation and Arbitration

Municipal and Government Law

Class Action Litigation

INDUSTRIES

Manufacturing

Municipalities and Public Entities

Food and Beverage

Education

Christopher P. Maugans

PARTNER

EXPERIENCE

Christopher P. Maugans serves as vice chair of Goldberg Segalla's nationwide Employment and Labor practice group. He dedicates his practice to counseling and defending employers in state and federal courts as well as administrative actions. With a focus on serving both public- and private-sector clients, Chris handles matters involving workplace discrimination, harassment and retaliation claims, wage and hour issues, misappropriation of company trade secrets, and enforcement of restrictive covenants in employment agreements, including non-compete, non-solicit, and confidential provisions.

Chris serves as a resource to employers by providing proactive counseling on thorny employee issues relating to reasonable accommodations under the ADA, medical leaves under the FMLA and state law, and disciplinary matters. He draws from his prior experience working in-house in a dual human resources and legal counsel role in order to provide practical and strategic solutions to complex workplace problems.

Serving as a risk management tool, Chris helps businesses comply with the everchanging federal, state and local laws that affect the workplace. He helps employers draft workplace policies, employee handbooks, and employment agreements. Chris is also frequently retained to conduct internal investigations into workplace claims and/or guide employers through the investigatory process.

In addition to his employment counseling practice, Chris regularly represents clients before the National Labor Relations Board (NLRB), Public Employment Relations Board (PERB), Equal Employment Opportunity Commission (EEOC), the New York State Division of Human Rights (DHR), and in state and federal court. He also represents employers through investigations by the New York State Department of Labor and the U.S. Department of Labor.

Chris also maintains a traditional labor law practice, representing employers in collective bargaining agreement negotiations and labor arbitrations.

HONORS & AWARDS

- *Chambers USA*, Labor and Employment (New York: Upstate)
  - Band 3, 2025-26
  - Up and Coming, 2023-24
- Martindale-Hubbell Peer Review Rating: AV Preeminent
- *Best Lawyers in America*
  - Commercial Litigation, 2026-27
  - Employment Law – Management, 2027
  - Litigation – Labor and Employment, 2027
- Upstate New York *Super Lawyers,* Rising Stars, 2017–26
- *Best Lawyers in America: Ones to Watch*
  - Labor and Employment Law – Management, 2022
  - Litigation – Labor and Employment, 2021-22
- University at Buffalo School of Management Service to the School Achievement Award, 2018

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- University at Buffalo School of Management Career Resource Center Alumnus of the Year, 2016
- University at Buffalo School of Management, 50 Most Engaged Alumni, 2015, 2016
- Buffalo Jaycees Board Member of the Year, 2017–18
- Buffalo Jaycees Outstanding Service Award, 2015
- American Bar Association/Bureau of National Affairs Award for Excellence in Labor and Employment Law, 2014
- Graduate Foundation Scholar of the National Society for Human Resources Management, 2011
- WNY Labor and Employment Relations Scholar, 2010, 2011
- William H. Wendel Memorial Award for Student Excellence in Human Resources Management, 2010
- Buffalo-Niagara Human Resources Student of the Year nominee, 2010, 2011, 2013

BACKGROUND

ADMISSIONS

- New York
- U.S. District Courts for the Eastern, Northern, Southern, and Western Districts of New York
- U.S. District Court for the District of Colorado
- U.S. Court of Appeals for the Second Circuit

EDUCATION

- University at Buffalo School of Law, J.D., *cum laude*, 2014
- University at Buffalo, M.B.A., 2014
  - University at Buffalo School of Management LeaderCORE™ Certification
  - Buffalo MBA Consulting Group: Founding Member
  - WNY Prosperity Fellowship, 2011-14
- University at Buffalo, B.S., *summa cum laude*, 2010

PROFESSIONAL AFFILIATIONS

- WNY Labor & Employment Relations Association
- Buffalo Niagara Human Resources Association
- Organization of Public Employer Negotiators

TRAINING AND CERTIFICATIONS

- Senior Professional in Human Resources (SPHR) – HRCI
- Board Leadership Training – United Way

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COMMUNITY INVOLVEMENT

- Buffalo Junior Chamber of Commerce (Buffalo Jaycees): Legal Counsel to Board of Directors
- WNY Prosperity Fellowship Program: Alumni Advisory Board
- University at Buffalo School of Management LeaderCORE™: Alumni Advisory Council
- University at Buffalo MBA Consulting Group: Advisory Board
- University at Buffalo Young Alumni Leader Council

PUBLICATIONS & EVENTS

PUBLICATIONS

- Quoted in "More Deals, Fewer Cases 1 Year After NY Pay Frequency Shift," *Law360,* May 8, 2026
- Quoted in "Feds, States' Disparate Impact Split Adds Compliance Wrinkle," *Law360*, January 13, 2026
- Quoted in "What employers should know about the new EEOC, NLRB," *Buffalo Business First*, August 25, 2025
- Quoted in "Litigation, Potential Ban Should have Companies Rethinking Noncompetes," *Buffalo Business First*, April 22, 2024
- Quoted in "What To Know As New York State's Social Media Law Kicks In," *Law360*, March 14, 2024
- Quoted in "State And Local Wage-Hour Updates To Watch In 2024," *Law360*, January 1, 2024
- Quoted in "New York's Harassment Policy Updated with Gender Identity Language, Remote Work," *Buffalo Business First,* April 17, 2023
- Quoted in "NY Weighing Highest State Wage Floor, Worrying Employers," *Law360,* April 11, 2023
- Quoted in "New York Employee Lien Bill Advances As Debate Continues," *Law360*, May 12, 2022
- Quoted in "Jumble Of Caregiver Bias Laws Vexes Workers And Employers," *Law360*, March 15, 2022
- Quoted in "Here's What's Covered in New Family Paid Leave Extension," *Buffalo Business First*, November 9, 2021
- Interviewed in "Why Employers Aren't Rushing to Require Workers to Get COVID-19 Vaccines," *The Buffalo News*, September 6, 2021
- Quoted in "N.Y. First to Mandate All Employers Set Infectious Disease Plans," *Bloomberg Law*, July 1, 2021
- Quoted in "Can Employers Require COVID-19 Vaccinations? And Other Things You Need to Know," *Buffalo Business First*, December 22, 2020
- "COVID-19 Liability Waivers: Part of the New Workplace Normal?" (Co-Author), *Fixed Ops Magazine*, July 2020
- "Will COVID-19 Liability Releases Hold Up in Court?" (Co-Author), *Risk Management*, July 1, 2020
- "Will COVID-19 Liability Releases Hold Up? Examining the Enforceability of Exculpatory Clauses in the Context of an Evolving Pandemic" (Co-Author) GS White Paper, June 15, 2020—republished in *Claims Journal* June 23, 2020
- Quoted in "Every Business in New York State Must Have a Reopening Plan. Here's What to Know," *Buffalo Business First*, May 18, 2020
- "Workers Probably Can't Sue Over 'OK, Boomer'," (Co-Author), *Law360*, January 31, 2020

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- "Crossing The Line: Jobsite Harassment," (Co-Author), *Modern Contractor Solutions*, December 2019
- Quoted in "All Workers in New York State Now Allowed Time Off to Vote," *Buffalo Business First/Buffalo Law Journal*, October 19, 2019
- "U.S. Supreme Court Rules EEOC Charge Is Not A Jurisdictional Requirement For Title VII Claims," *Mealey's Litigation Report*, September 2019
- "Fact-Intensive ADA Cases Can Be Whoppers," *Buffalo Law Journal*, May 30, 2018
- "What To Know About NY's Proposed 'Call-In Pay' Regs" (Co-Author), *Law360*, December 18, 2018
- "21st Century Human Resources: Employee Advocate, Business Partner, or Both?" *Cornell HR Review,* February 11, 2015

PRESENTATIONS

- "Mastering Internal Investigations," New York State Society for Human Resources Management Conference, September 28, 2026
- "The Taylor Law's No-Strike Rule: What Public Employers Need to Know," New York State Public Employer Labor Relations Association's Annual Training Conference, July 1, 2026
- "Pro Se in the Age of AI: What Lawyers Need to Know," (Co-Presenter), Minority Bar Association of Western New York, April 30, 2026
- "Anticipated Developments in EPL in 2025," Client Presentation, July 17, 2025
- "Marihuana Regulation and Taxation Act (MRTA)," Client Presentation, February 7, 2025
- "Labor and Employment Law Updates for Business Leaders," Niagara Business Associates, Buffalo, NY, September 20, 2024
- "Challenging Proof In Discipline Cases," Organization of Public Employer Negotiators, Buffalo, NY, September 19, 2024
- "Navigating the State of Marijuana in Public Sector Workplaces," NYS Public Employer Labor Relations Association Annual Conference, June 8-10, 2024
- "Strategies for Defending NY State Division of Human Rights and EEOC Claims," Western New York Association of School Personnel Administrators, Buffalo, NY, May 18, 2023
- "Managing Contentious Union Relationships," (Co-Presenter), NY State Public Employer Labor Relations Association (NYSPELRA), Saratoga Springs, NY, July 12, 2022
- "Hot Topics & Recent Developments in Labor and Employment Law," Hot Topics in Labor and Employment Law Seminar, Buffalo, New York, February 26, 2020
- "Employment and Labor Law Updates: Issue Spotting In 2019," Organization of Public Employer Negotiators Training Conference, Buffalo, NY, October 25, 2019
- "Employers Have Rights, Too" (Presenter), 2019 Fall Education PERMA Conference, Geneva, NY, October 21, 2019
- "Marijuana in the Workplace: Into the Weeds," Buffalo Niagara Partnership Manufacturing Council Meeting, October 16, 2019
- "Setting Up a Drug and Alcohol Policy," Construction Exchange, Buffalo, NY, April 10, 2019
- Labor and Employment Law Updates For Business Leaders" (Co-Presenter), Niagara Business Associates, Buffalo, NY, April 5, 2019
- "Hot Topics in Labor and Employment Law" (Co-Presenter), Breakfast Briefings at Goldberg Segalla, Buffalo, NY, February 14, 2019
- "#MeToo and Legislation Geared Toward the Prevention of Sexual Harassment" (Co-

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Presenter), NYSBA – Entertainment Arts and Sports Law Section Meeting, New York, NY, October 18, 2018

- "Latest Developments on Sexual Harassment and Discrimination in the Public Workplace and the Effect of the #MeToo Movement" (Co-Presenter), NYSBA Local and State Government Section Annual Meeting, Buffalo, NY, September 28, 2018
- "New York State Sexual Harassment Update" (Co-Presenter), Tokio Marine HCC Annual Claims Seminar, Plymouth, MI, September 6, 2018
- "School Safety in WNY – Legal Roles and Critical Responsibilities" (Co-Presenter), Erie County Bar Association, Buffalo, NY June 1, 2018
- "New York State Sexual Harassment Update and Municipal Law Update" (Co-Presenter), County Attorney's Association of the State of New York Annual Conference, Cooperstown, NY, May 22, 2018
- "New York State Legislation on Sexual Harassment" (Co-Presenter), GS Webinar, May 3, 2018
- "Hot Topics in Employment and Labor Law" (Co-Presenter), Employer Services Corporation, Buffalo, NY, March 1, 2018
- "Labor and Employment Law Update Looking Ahead in 2017" (Co-Presenter), Navigating a New World: A 2017 Roadmap for Private Sector Employers, Buffalo NY, February 9, 2017
- "Hot Topics & Recent Developments In Labor & Employment Law," New York State Public Employer Labor Relations Association Annual Conference, July 22, 2016

WEBINARS

- "Employment Law and Compliance 101," Buffalo Niagara Human Resources Association (BNHRA)," May 2, 2023
- "Social Media and Electronic Monitoring Considerations For Employers," (Co-Presenter), GS Webinar Series, February 24, 2022
- "Best HR Practices Today to Defend State Administrative Agency and EEOC Claims Tomorrow," (Co-Presenter), GS Webinar Series, August 26, 2021
- "New York Paid Sick Leave Law," Associated Builders and Contractors Webinar, October 28, 2020
- "New York Paid Sick Leave Law Updates and FAQs" (Co-Presenter), GS Webinar Series, October 23, 2020
- "Employer Duties Under the NLRA During the COVID-19 Pandemic" (Co-Presenter), GS Webinar Series, October 22, 2020
- "Policing Reforms: Considerations for Police Agencies and Local Governments" (Co-Presenter), GS Webinar Series, June 26, 2020
- "New Paid Leave Policies for COVID-19: Clarity for Employers," Buffalo Niagara Partnership, March 25, 2020
- "Best Practices for Performance Management & Progressive Discipline " (Co-Presenter), GS Employment and Labor Webinar, May 30, 2019
- "Limits of Contractual Restrictions on Cannabis by Laborers (Medical or Recreational)" (Co-Presenter), GS Construction Webinar, April 11, 2019
- "NY Department of Labor Proposed 'Call-in Pay' Regulations," Associated Builders and Contractors, January 15, 2019
- "Employee Leaves of Absence – Interplay Between the ADA and Statutory Leaves of Absences" (Co-Presenter), Goldberg Segalla, September 26, 2018
- "New York State Legislation on Sexual Harassment" (Co-Presenter), Goldberg Segalla, May 3, 2018
- "NY Department of Labor Proposed 'Call-in Pay' Regulations" (Co-Presenter), Associated

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Builders and Contractors, December 8, 2017

- "Labor and Employment: Wage and Hour Update" (Co-Presenter), Construction Law, November 16, 2017