GOLDBERGSEGALLA



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716.844.3429

Buffalo

PRACTICES

Workers' Compensation

INDUSTRIES

Sports and Entertainment

Professional Employer Organizations (PEOs)

Dustin W. Osborne

PARTNER

EXPERIENCE

Dustin W. Osborne's practice focuses on the defense of complex workers' compensation claims. In representing clients in all types of workers' compensation litigation, Dustin handles matters from their inception through resolution, and, if necessary, on appeal. His background also includes commercial litigation, and he is an emerging authority in sports and entertainment law.

Dustin co-chairs Goldberg Segalla's Professional Employer Organization (PEO) group, which serves the complex legal needs of PEOs in this burgeoning industry. The PEO industry, which offers comprehensive HR solutions to small and mid-sized businesses, plays a crucial role in managing employee benefits, payroll, and regulatory compliance. Dustin's deep understanding of the complexities surrounding workers' compensation laws and regulations within this dynamic industry allows for a truly collaborative and creative approach alongside PEOs to ensure their unique needs are being met. As counsel for a number of PEO clients, he monitors litigation and legislation in jurisdictions throughout the country, including how various states handle the issue of workers' compensation coverage for non-leased employees.

In addition, as a member of the firm's New York Workers' Compensation Subrogation team, Dustin assists employers and insurance carriers in navigating all issues pertaining to compensation liens and subrogation, including calculating and protecting liens, responding to requests for lien compromises, and obtaining lien recoveries for clients.

HONORS & AWARDS

- *Best Lawyers in America: Ones to Watch*
  - Workers' Compensation Law – Employers, 2021-26
  - Commercial Litigation, 2026
  - Entertainment and Sports Law, 2026
- Upstate New York *Super Lawyers*, Rising Stars, 2019-26

BACKGROUND

ADMISSIONS

- New York
- Georgia

EDUCATION

- Syracuse University College of Law, J.D., *cum laude*, 2016
  - *Syracuse Law Review*: Associate Notes Editor
  - CALI Excellence for the Future Awards: Legal Communication & Research; Entertainment Law; Copyright Law
  - Student Bar Association
    - Class President, 2014–16
    - Vice President, 2013–14

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- The University of Georgia, B.B.A., 2013

PROFESSIONAL AFFILIATIONS

- American Bar Association, Tort Trial and Insurance Practice Section
  - Workers' Compensation and Employers' Liability Law Group: Vice-Chair, 2019–23
  - Outreach to Young Lawyers Standing Committee, 2019–20
  - Young Lawyers Division: Senior Content Editor, 2016–2017
- New York State Bar Association
- State Bar of Georgia
  - Young Lawyers Division Representative
- Claims and Litigation Management Alliance (CLM)
- Buffalo Claims Association
- National Association of Professional Employer Organizations

COMMUNITY INVOLVEMENT

- Bunkers in Baghdad

PUBLICATIONS & EVENTS

PUBLICATIONS

- "A Strategic Guide For New York State PEOs In Workers' Compensation Coverage Claims," *Mealy's Litigation Report: Employment Law,* June 23, 2025
- "Take Back What's Yours: A PEO's Guide to Workers' Compensation Subrogation," *PEO Insider*, May 2025
- "The Dual Employment Duel," *CLM Magazine*, April 3, 2023
- "Of the (PEO)ple, by the (PEO)ple, for the (PEO)ple,"*CLM Magazine,* March 28, 2022
- "Buckeye on the Prize: Justin Fields and the Evolution of NCAA Transfers," *American Bar Association*, November 21, 2019
- "The Transfer of the Offseason: A Justin Fields Saga," (Co-Author), New York State Bar Association Entertainment, Arts and Sports Law Journal, Fall 2019
- "Attorney Hits a Home Run with Sports Blog," Buffalo Business First, May 13, 2019
- "Varying Vernaculars: How to Fix the Lanham Act's Weakness Exposed by the Washington Redskins," *Denver Entertainment and Sports Law Journal*, Spring 2017
- "What's Mine Is Mine: Why Sound Recordings Should Never Be Considered Works Made for Hire," *NYSBA Entertainment, Arts and Sports Law Journal*, Spring 2017
- "In the Downward-Dog House: Yoga Instructors Spur the Latest Debate On Worker Classification," *Workers' Compensation,* January 10, 2017
- "Punting it Away: National Labor Relations Board Refuses to Assert Jurisdiction in Northwestern Case," *Entertainment and Sports Industry Committee Newsletter*, American Bar Association Young Lawyers Division, Winter 2016

PRESENTATIONS

GOLDBERGSEGALLA

Dustin W. Osborne

PARTNER

"Wonderful World of Workers' Compensation (Georgia Edition)," NAPEO's Georgia Leadership Council, May 5, 2026

WEBINARS

- "Legal Concerns Facing PEOs in New Jersey and New York," January 31, 2023

PODCASTS

- Contributor, "NCAA and Amateurism," *Timely Notice*, November 12, 2019