

**NYU Labor &
Employment
Law**


Prof. Samuel Estreicher,
Faculty Director

75th Annual NYU Conference on Labor & Employment Law



Reform for the Long Haul

Tue-Wed, May 23-24, 2023, NYU School of Law,
Vanderbilt Hall, Greenberg Lounge

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 **NYU | LAW**

75th Annual NYU Conference on Labor & Employment Law: *Reform for the Long Haul*

May 23-24, 2023 at NYU School of Law
presented by the [NYU Center for Labor and Employment Law](#)

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Conference select proceedings to be published by the [ABA Journal of Labor & Employment Law](#)

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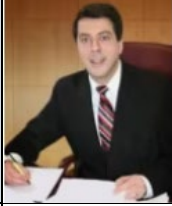

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NYU | LAW

75th Annual NYU Conference on Labor & Employment Law: *Reform for the Long Haul*

Day 1 – Tuesday, May 23
Breakfast and Registration 8:45-9:05am










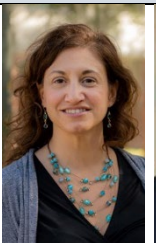

9:05 am		WELCOME
	Prof. Samuel Estreicher (NYU School of Law)	
9:10 am	KEYNOTE ADDRESS	
	 	
	CHAIR LAUREN McFERRAN (NATIONAL LABOR RELATIONS BOARD) Introduction by Ronald Shechtman '72 (Pryor Cashman)	
		MORNING SESSION MODERATOR: Raymond Nardo '90 (Raymond Nardo, P.C.)
10:00 am	LABOR LAW REFORM FOR THE LONG HAUL	
	  	
	Speaker: Prof. Samuel Estreicher (NYU School of Law) Co-Commentators: Richard Griffin (Bredhoff & Kaiser, former General Counsel and Member, NLRB) and Roger King (Senior Labor & Employment Counsel, HR Policy Association)	
10:50 am	BREAK	

11:00 am	OFCCP PAY EQUITY INITIATIVES
	    
	<p>A. OFCCP POLICY OBJECTIVES Diana S. Sen, Regional Director of OFCCP for the Northeast Region Introduction by Michael J. Gray</p> <p>B. COMPLIANCE GUIDANCE & SKILLS TRAINING PAY EQUITY Speakers: Erin Connell (Orrick, Herrington & Sutcliffe) and Rick Holt (Resolution Economics) Commentator: Zoe Salzman '07 (Emery Celli Brinckerhoff Abady Ward & Maazel)</p>
12:20 pm	LUNCHTIME KEYNOTE ADDRESS
	
	<p>ELIZABETH WILKINS (Chief of Staff to the Chair and Director of Office of Policy Planning, Federal Trade Commission) Introduction by Amy Traub (Baker Hostetler)</p>
	
	<p>AFTERNOON SESSION MODERATOR: James M. Murphy '89 (Spivak Lipton)</p>
1:30 pm	COMPLIANCE GUIDANCE & SKILLS TRAINING - CLASS ACTION PAY EQUITY LITIGATION AND RISKS
	   
	<p>Speakers: Gurkan Ay (Resolution Economics), Nicole Eichberger (Proskauer Rose), Kathleen Lundquist (APTMetrics), and Christine Webber (Cohen Milstein Sellers & Toll)</p>

2:30 pm	BREAK
2:35 pm	AI: BENEFITS AND RISKS OF AUTOMATED EMPLOYMENT DECISION TOOLS
	 <p>Speakers: EEOC Commissioner Hon. Keith Sonderling, Teri Wood (Jackson Lewis, former IBM employment law head) Co-Commentators: Victoria Lipnic (Resolution Economics, former EEOC Chair) Shlomit Yanisky-Ravid (Fordham Law, Ono Law, Yale Law Research Fellow, ISP)</p>
3:30 pm	BREAK
3:40 pm	FTC PROPOSED RULES ON NON-COMPETE CLAUSES IN EMPLOYMENT CONTRACTS
	 <p>Speakers: Erika Ozer (SVP, Deputy GC, Global Head of Labor & Employment Law, Government Affairs, & Intellectual Property, CBRE), Taylor M. Owings (Baker Botts, former Counsel and Chief of Staff, US DOJ (Antitrust Div.)), and Mark Risk '84 (Mark Risk, P.C.) Co-Commentators: Amy Shulman (Outten & Golden) and Amy Traub (Chair National Labor & Employment Practice Group, Baker Hostetler)</p>
4:45 - 6:30pm	PLEASE JOIN US FOR A RECEPTION IN THE THIRD FLOOR FACULTY LIBRARY HOSTED WITH SUPPORT OF <i>RESOLUTION ECONOMICS</i>

Day 2 – Wednesday, May 24

Breakfast and Registration 8:30-8:55am

8:55 am		WELCOME
	Prof. Samuel Estreicher (NYU School of Law)	
9:00 am	KEYNOTE ADDRESS	
	 	
	US SOLICITOR OF LABOR SEEMA NANDA (US Department of Labor) Introduction by Patrick Shea (Paul Hastings)	
		MORNING SESSION MODERATOR: Robert Whitman (Seyfarth Shaw)
9:45 am	EMPLOYMENT LAW REFORM FOR THE LONG HAUL	
	      	
	A. EMPLOYEE DATA PRIVACY Speaker: Prof. Matthew Bodie LL.M. '05 (Minnesota Law) Commentator: Daniel P. Murphy (Deputy GC and SVP Labor Relations, Verizon)	
	B. PREGNANCY & RELATED WORK PROTECTIONS POST-DOBBS Speaker: Kate Muetting (Sanford Heisler Sharp) Commentator: Holly Weiss (HWH Mediation)	
	C. EMPLOYMENT LAW REFORM: POLICY INITIATIVES AND RETHINKING EMPLOYMENT CONTRACT LAW	

	<p>Speakers: Prof. Samuel Estreicher (NYU School of Law) and Prof. Rachel Arnow-Richman (Levin Law School, University of Florida)</p> <p>Commentator: Douglas Schwarz (Morgan Lewis)</p>
11:15 am	BREAK
11:20 am	<p>ADDRESSING HIRING DISCRIMINATION AGAINST OLDER AND DISABLED WORKERS, FORMER INCARCERATED INDIVIDUALS</p>
	 <p>Speakers: Craig E. Leen (K&L Gates, former Dir. OFCCP) and Marjorie Mesidor (Phillips & Associates)</p> <p>Co-Commentators: Troy Kessler (Kessler Matura) and James Philbin (Philbin Law Firm, former General Counsel Maersk, Inc.)</p>
12:10 pm	LUNCHTIME KEYNOTE ADDRESS
	 <p>HON. JENNIFER ABRUZZO (GENERAL COUNSEL, NATIONAL LABOR RELATIONS BOARD)</p> <p>Introduction by Gerald Hathaway (Faegre Drinker Biddle & Reath)</p>
	 <p>AFTERNOON SESSION MODERATOR: Davida Perry (Schwartz Perry & Heller)</p>

1:10 pm	DIVERSITY, EQUITY & INCLUSION INITIATIVES: LEGAL AND POLICY ISSUES
	   
	<p>Speakers: Michele Coyne '95 (Kauff, McGuire & Margolis), Martin Schmelkin '94 (Schulte Roth & Zabel) and Pearl Zuchlewski (Kraus & Zuchlewski)</p> <p>Moderator: Prof. David Sherwyn (Cornell University School of Hotel Management, Director, Center for Innovation in Hospitality Labor & Employment Relations)</p>
2:05 pm	BREAK
2:10 pm	SECTORAL SOLUTIONS: ON NEW FORMS OF INDUSTRY-LEVEL REGULATIONS
	  
	<p>Speaker: Prof. Cynthia Estlund (NYU School of Law)</p> <p>Co-Commentators: Jae Chun (Friedman & Anspach) and Zachary Fasman (Fasman ADR, Michigan Law)</p>
3:05 pm	BREAK
3:10 pm	IMPLICATIONS OF THE HARVARD AND UNC AFFIRMATIVE ACTION CASES FOR WORKPLACE DEI INITIATIVES
	   
	<p>Speakers: Alan M. Klinger '81 (Stroock & Stroock & Lavan) and Britney Noelle Torres (Littler Mendelson)</p> <p>Co-Commentators: Prof. Thomas Lee (Fordham School of Law, Director of the Fordham Center for Asian Americans and the Law) and Terrance Nolan LLM '82 (Terrance J. Nolan LLC ADR professional, former General Counsel of NYU).</p>
4:00 pm	Concluding Remarks



CONFERENCE SPEAKERS

Jennifer Abruzzo *National Labor Relations Board*



On July 22, 2021, Jennifer A. Abruzzo began serving as General Counsel for the National Labor Relations Board. Ms. Abruzzo had previously worked for the NLRB for over two decades, including as Field Attorney, Supervisory Field Attorney, Deputy Regional Attorney, Deputy Assistant General Counsel, Deputy General Counsel, and Acting General Counsel. Immediately prior to her appointment as General Counsel, Ms. Abruzzo served as Special Counsel for Strategic Initiatives for the Communications Workers of America.

Rachel Arnow-Richman *University of Florida Levin College of Law*



Rachel Arnow-Richman is the inaugural Gerald A. Rosenthal Chair in Labor & Employment Law. Prior to joining the University of Florida faculty, Professor Arnow-Richman was the Chauncy Wilson Memorial Research Professor and Director of the Workplace Law Program at the University of Denver, Sturm College of Law. She has also held faculty appointments at the University of Colorado Law School, Fordham Law School, Temple University School of Law, and Texas A& M Law School (formerly Texas Wesleyan). Before entering law teaching, she served as a judicial clerk to the New Jersey Supreme Court and practiced employment and commercial law at Drinker, Biddle and Reath LLP in Philadelphia.

Professor Arnow-Richman teaches and publishes in the areas of employment law and contracts. She is widely known for her work on the #MeToo movement and the rights of accused harassers, noncompete reform and labor mobility issues, and for a series of articles proposing mandatory advance notice and severance pay for terminated employees. She participated in drafting the Uniform Law Commission's recently passed Uniform Restrictive Employment Agreement Act and is a past chair of both the Labor & Employment Law Section and the Contracts Section of the American Association of Law Schools.

Gurkan Ay, Ph.D.
Resolution Economics LLC



Gurkan is a Director in Resolution Economics, LLC, an economics, statistics, forensic accounting, and economic damages consulting firm with offices in Los Angeles, Chicago, Washington, D.C., New York, and Charlotte. He conducts economic and statistical analysis of labor and employment issues, wage and hour claims, financial fraud investigations, and environmental justice matters. He has significant experience in proactive monitoring of compensation and pay equity studies. He helps clients with DEI&A reporting needs for public disclosure and ESG reporting purposes, and with the proactive analysis and compliance needs related to algorithmic bias, especially with New York City's Local Law 144.

Prior to joining Resolution Economics, Gurkan was a consultant at ERS Group and assisted clients from various industries (including retail, telecommunications, and manufacturing) within the context of class actions as well as single plaintiff cases at various phases of the legal process including class certification, settlement, and damage calculations. He worked on projects focusing on proactive analyses of race and gender in college acceptance decisions and employment decisions such as compensation, performance evaluation, promotion, and termination. Gurkan's experience includes analysis of mutual fund market timing and late trading claims, financial damages projects, antitrust matters, and serving clients participating in the FCC's spectrum auctions. Gurkan also analyzed collective bargaining contracts for local governments, prepared dynamic labor force simulation models to evaluate competing labor contract proposals and analyzed apportionment of investment income in state taxation of an automobile manufacturer while working as an economist for American Economics Group.

Dr. Ay has extensive experience with estimation of complex econometric models, large databases, and multiple statistical software packages. In addition to his consulting work, Gurkan served as an adjunct member of the McCourt School of Public Policy faculty at Georgetown University, where he advised Master of Public Policy theses. Gurkan has a Ph.D. in Labor Economics from the George Washington University and an M.S. in Finance from University of Wyoming, as well as a B.S. in Industrial Engineering from Istanbul Technical University.

Matthew Bodie LL.M. '05
University of Minnesota Law School



Professor Matthew T. Bodie is the Robins Kaplan Professor at University of Minnesota Law School. He teaches and writes on labor and employment law, corporate law, data privacy, and algorithmic management. Professor Bodie has published over fifty book chapters and articles in journals such as Georgetown Law Journal, Notre Dame Law Review, Vanderbilt Law Review, and Virginia Law Review. With Grant Hayden, he is the author of *Reconstructing the Corporation: From Shareholder Primacy to Shared Governance* (Cambridge University Press 2021). He served as a Reporter for the ALI's Restatement of Employment Law (2015), focusing on employee privacy and autonomy. He and Samuel Estreicher are the authors of *Labor Law* for Foundation Press's Concepts and Insights series (2016 and 2020 editions). The New York Times, the Wall Street Journal, the Washington Post, and other publications have quoted him on topics such as the Starbucks union organizing drive, employer surveillance, and workplace challenges during the COVID-19 pandemic.

Professor Bodie received an A.B. magna cum laude from Princeton University, a J.D. magna cum laude from Harvard Law School, and an LL.M in Labor & Employment Law from NYU School of Law. He served as a law clerk to Judge M. Blane Michael of the U.S. Court of Appeals for the Fourth Circuit. After his clerkship, he worked as a field attorney for the NLRB (Region 2), handling cases involving the National Hockey League, a large Chinese banquet hall, and over 100 small construction companies.

Professor Bodie was formerly the Callis Family Professor at Saint Louis University School of Law, where he was member and co-director of the Wefel Center for Employment Law. Since 2018 he has served as a faculty editor for the ABA Journal of Labor & Employment Law. He has served as the chair for the Association of American Law Schools' Sections on Business Associations, Scholarship, and Labor Relations and Employment Law. He is a member of the American Law Institute, a research fellow at NYU's Center for Labor and Employment Law, and a visiting fellow at SLU Law's Wefel Center. He has served as a visiting professor at Notre Dame Law School and Harvard Law School.

Jae W. Chun, Esq.
Friedman & Anspach



Jae is a partner at Friedman & Anspach, where he has represented unions and multi-employer pension and welfare funds in all areas of their operation for the past twenty years. He co-chairs the NYSBA Labor Section's Ethics Committee and serves on the NYCBA's Judiciary Committee. Jae is a *summa cum laude* graduate of Binghamton University and the Cornell Law School. This is his third time participating in the NYU Conference on Labor & Employment Law.

Erin M. Connell, Esq.
Orrick, Herrington & Sutcliffe LLP



As co-chair of Orrick's EEO and OFCCP Compliance Group and Pay equity Task Force, Erin represents employers in high stakes employment litigation and is an expert in equal employment opportunity law, pay equity and OFCCP compliance. Her practice covers all aspects of employment law. She defends employers in class actions and other complex cases, as well as in systemic investigations and audits by the EEOC, OFCCP, and the California CRD. Erin has led dozens of internal pay equity analyses and is a trusted advisor for several of the nation's most prominent employers on developing areas of employment law, including pay equity and pay transparency, DEI best practices, and the use of AI in employment decision making.

Erin also is an accomplished first chair trial lawyer. She has tried several cases before juries and in arbitration and has obtained numerous defense summary judgment rulings and other favorable resolutions in state and federal court. Erin led the trial team that obtained a complete dismissal for Oracle in OFCCP v. Oracle, the largest pay equity case ever brought by OFCCP, which garnered national media attention and earned Erin recognition as a "Litigator of the Week" by the American Lawyer and a 2021 Employment MVP by Law360. As lead counsel, Erin also successfully obtained decertification in a statewide California pay equity class action, Jewett v. Oracle.

Erin's clients include leading technology and Fortune 500 companies, including: Oracle, Meta, Microsoft, Netflix, Pinterest, Twitter, Workday, PayPal, Sony Interactive Entertainment, NVIDIA, Airbnb, SiriusXM, Dropbox, Amgen, Zendesk, Splunk and Goldman Sachs.

Michele Coyne, Esq. '95
Kauff, McGuire & Margolis LLP



Michele A. Coyne is the Chair of Kauff McGuire & Margolis LLP's Employment Law Practice Group, which exclusively represents employers in all federal, state, and local employment law matters. Michele's personal focus includes discrimination claims, wage and hour issues, the FMLA, reductions in force, employment policies and procedures, and performance and disciplinary issues. Michele has conducted extensive training for employees, managers, Human Resource professionals and other attorneys in employment law. She also has litigated a range of employment matters in federal and state court and represented clients before administrative agencies.

Michele got her B.A. from Villanova University (summa cum laude) and her J.D. from NYU School of Law, where she was an Articles Editor of the New York University Law Review.

Prior to Kauff McGuire & Margolis, Michele worked in the labor and employment law group at Simpson Thacher & Bartlett and in the legal department at Joseph E. Seagram & Sons, Inc. Michelle is also a member of the NYU Labor Center Advisory Board.

Nicole Eichberger, Esq.
Proskauer Rose LLP



Nicole A. Eichberger is a partner in the Labor and Employment Law Department and head of the New Orleans office of Proskauer Rose LLP. She is a member of the Class & Collective Actions and Wage and Hour Groups. Nici is an experienced trial lawyer and represents clients in all types of employment-related matters, from single-plaintiff and complex employment to large, complex class and collective actions alleging discrimination, non-compete violations, and wage and hour disputes.

Nici has significant experience assisting clients in the defense of numerous class and collective actions. She frequently counsels employers, fiduciaries, and trustees on employment, wage and hour and benefit issues.

In addition to her litigation practice, Nici assists in conducting workplace investigations and audits related to discrimination, managerial training, non-competes and employee classification. She is adept at counseling clients on a wide array of issues including reviewing and drafting employee handbooks, wage and hour issues, employee leave and training policies.

She is a member of the Firm's eDiscovery Group and advises clients on eDiscovery matters, including day-to-day preservation, investigations and litigation strategies.

Cynthia Estlund
NYU School of Law



Cynthia Estlund is the Catherine A. Rein Professor at the NYU School of Law, and a leading scholar of labor and employment law. In addition to her two co-edited volumes and over 60 articles, reviews, essays, and book chapters, she has authored four books: *Automation Anxiety: Why and How to Save Work* (Oxford U. Press, 2021), takes seriously the prospect of a future of less work, and examines what's at stake and how to spread the gains and mitigating the losses that such a future might entail. *A New Deal for China's Workers?* (Harvard U. Press, 2017) offers a comparative perspective on reform and its limits in the wake of rising labor unrest in China. *Regoverning the Workplace: From Self-Regulation to Co-Regulation* (Yale U. Press, 2010) mines current trends in regulatory practice to suggest a potential path toward participatory workplace governance in a post-collective bargaining era. In *Working Together: How Workplace Bonds Strengthen a Diverse Democracy* (Oxford U. Press, 2003), she argues that the convergence of diversity and close interaction makes the workplace a distinctive locus of social integration, with important implications for democratic theory and the law of work.

Estlund got her B.A. (*summa cum laude*) from Lawrence University and her J.D. from Yale Law School. After clerking for Judge Patricia M. Wald on the U.S. Court of Appeals for the D.C. Circuit and practicing law for several years, Estlund taught at the University of Texas School of Law and Columbia Law School before moving to NYU in 2006.

Samuel Estreicher
NYU School of Law



Samuel Estreicher is Dwight D. Opperman Professor of Law at NYU School of Law, Director of its Center for Labor and Employment Law and Co-director of its Institute of Judicial Administration. He has published two dozen books including casebooks in labor law and employment discrimination and employment law, and legislation and the regulatory state; written treatises in employment law and in labor law; produced texts on global issues in labor law, global issues in employment law, global issues in employment discrimination law, and global issues in employee benefits law; edited conference volumes on sexual harassment, employment ADR processes, and cross-global human resources. His most recent work is *Beyond Elite Law: Access to Civil Justice in America* (Cambridge Univ. Press 2016) (with Joy Radice). Estreicher has also authored over 150 articles in professional and academic journals.

He received his AB from Columbia College, his MS (Industrial Relations) from Cornell University, and his JD from Columbia Law School, where he was editor-in-chief of the *Columbia Law Review*. After clerking for Harold Leventhal of the US Court of Appeals for the DC Circuit, practicing for a year with a union-side law firm, and then clerking for Lewis F. Powell Jr. of the US Supreme Court, Estreicher joined the NYU faculty in 1978. He is the former secretary of the Labor and Employment Law Section of the American Bar Association, a former chair of the Committee on Labor and Employment Law of the Association of the Bar for the City of New York, and chief reporter of the new Restatement of Employment Law, sponsored by the American Law Institute. In 2010, the Labor and Employment Relations Association awarded Estreicher its “Susan C. Eaton Outstanding Academic-Practitioner Award.” Estreicher has delivered named lectureships at UCLA, Chicago-Kent, Case Western and Cleveland State law schools, testified twice before Secretary of Labor Reich's and Secretary of Commerce Brown's Commission on the Future of US Worker-Management Relations, and has run over 100 workshops for federal and state judges, US Department of Labor lawyers, NLRB lawyers, EEOC lawyers, court law clerks, employment mediators and practitioners generally. Among his many teaching offerings, he has started NYU Law's Supreme Court Litigation Clinic.

Estreicher was appointed to a four-year term by UN General-Secretary Ban Ki-Moon as a distinguished external jurist on the UN Internal Justice Council handling staff-management disputes at the international organization.

Professor Estreicher has been counsel to a number of major law firms in their labor and employment and appellate practice groups. His practice focuses on the wide range of issues affecting the employment relationship, including designing ADR systems, training supervisors for performance-based management and employee involvement initiatives, advising clients in OFCCP, EEO, and labor relations compliance, and representing clients in individual, global HR management, and class EEO and Wage and Hour litigation.

Estreicher is also a member of the arbitration/mediation panels of the American Arbitration Association and Center for Public Resources, and is a fellow of the College of Labor and Employment Lawyers. He has been recognized in *Human Resources Executive*, *Superlawyers*, and *Best Lawyers in America* publications.

Zachary D. Fasman, Esq.
Fasman ADR, Michigan Law School



Zachary Fasman is an arbitrator, mediator and law professor. As the principal of FasmanADR, he handles labor and employment law disputes, having practiced labor and employment law in Chicago, Washington D.C. and New York. He has extensive experience in labor law and under the National Labor Relations Act, and has negotiated hundreds of labor contracts. He successfully argued *Golden State Transit Corp. v City of Los Angeles*, 475 U.S. 608 (1986), which established that cities may not intervene in labor disputes, as well as *Golden State Transit Corp. v City of Los Angeles*, 493 U.S. 103 (1989), which held that 42 U.S.C. §1983 provides a damage remedy in labor preemption cases. He has extensive experience in federal court litigation involving labor and employment law, has tried many cases before the National Labor Relations Board and has written numerous amicus curiae briefs on these topics to the Supreme Court.

Mr. Fasman currently teaches employment discrimination law at his alma mater, Michigan Law School, where he graduated with honors and was a member of the Order of the Coif. He previously taught both labor law and employment discrimination law at NYU Law School. He also teaches these subjects to federal judges through the Federal Judicial Center and is an emeritus member of the Advisory Board of the NYU Center for Labor and Employment Law. He has guest lectured at many law schools on labor and employment law, appellate advocacy, and legal ethics, and has been a frequent speaker at the NYU Conference on Labor. Mr. Fasman has written three books in the field, is a co-author of a widely used textbook, *Estreicher, Harper & Fasman, Employment Discrimination and Employment Law* (West, 6th Ed. 2022), and has written many articles on labor and employment law. He is a long-time member of the College of Labor and Employment Lawyers, has been listed in *Best Lawyers in America* for many years, is a Fellow of the American Bar Foundation and a former member of the American Law Institute, and serves on several charitable boards.

Michael Gray, Esq.
Jones Day LLP



Michael Gray represents corporate clients in complex workplace and privacy matters, including class action and multiplaintiff employment discrimination lawsuits, state law overtime class actions, Fair Labor Standards Act (FLSA) collective actions, and trade secret and restrictive covenant matters. He represents employers throughout the United States in bench and jury trials, administrative hearings, arbitrations, and appellate courts in matters arising under federal and state antidiscrimination laws, FLSA, Biometric Information Privacy Act (BIPA), Family and Medical Leave Act (FMLA), Employee Retirement Income Security Act (ERISA), labor management relation laws, and state law wrongful discharge claims. Michael also advises clients on preventive measures, including reviewing policies, counseling on disciplinary actions and investigations, negotiating severance agreements, and conducting employment practices reviews.

Michael brings a creative, business-minded approach to problem-solving and litigation. In recognition by *Chambers* and *Legal 500*, clients praised him by stating "he's the guy I want in front of the judge" and "quickly gets down to the nuts and bolts and gets people focused on what's important — his approach is unique and he gets exceptional results." He served as co-leader of the Firm's global Labor & Employment Practice until January 2020. He serves as Co-Client Affairs Partner for the Firm.

Michael was named a 2020 Employment Trailblazer by *The National Law Journal* and one of the "Nation's Most Powerful Employment Attorneys" by *HR Executive* magazine and *Lawdragon* for the last 10 years. He is a frequent speaker for the ABA's Labor and Employment Section and is a member of the Advisory Board of The Cornell Institute for Hospitality Labor and Employment Relations and of the NYU Law's Center for Labor and Employment Law.

Richard F. Griffin, Jr., Esq.
Bredhoff & Kaiser PLLC



Dick Griffin has practiced labor law for more than 40 years, and has been Of Counsel to Bredhoff & Kaiser PLLC since January 2018. He represents unions, employee benefit funds, labor-management cooperation trusts, and individuals, and serves as a mediator. He has also taught labor law, and is the co-author, with Seth Harris, Anne Lofaso, Charlotte Garden, and Joseph Slater, of *Modern Labor Law in the Private and Public Sectors: Cases and Materials*, 3rd Ed., Carolina Academic Press, 2021.

Prior to joining Bredhoff & Kaiser, from November 4, 2013 through October 31, 2017, Dick was the Senate-confirmed General Counsel of the National Labor Relations Board (NLRB), overseeing the prosecution of unfair labor practice cases and the defense of the Board's decisions in court, culminating in his arguing *Epic Systems Corp. v. Lewis* on the Board's behalf in the Supreme Court. Before becoming NLRB General Counsel, Dick served as a recess-appointed NLRB Board Member from January 2012 through August 2013. For almost 28 years prior to his appointment as a Board Member, he worked in the legal department of the International Union of Operating Engineers (IUOE), serving as the union's General Counsel for the last 17 of those years. While IUOE General Counsel, Dick was on the AFL-CIO Lawyers Advisory Panel and was a member of the Board of Directors of the AFL-CIO Lawyers Coordinating Committee. At the beginning of his legal career, from 1981 to 1983, Dick served as staff counsel to two NLRB Board Members. He is a Fellow of the College of Labor and Employment Lawyers and of the American Bar Foundation. He graduated from Yale College (BA 1977) and Northeastern University Law School (JD 1981).

Gerald Hathaway, Esq.
Faegre Drinker Biddle & Reath LLP



Gerald Hathaway is a trusted labor and employment adviser during national and international multibillion-dollar transactions uncovering undisclosed labor liabilities during due diligence. Jerry also solves organized labor challenges, reduction-in-force issues and employment disputes for some of the largest companies in the U.S. and the world. Jerry is also part of the firm's artificial intelligence and algorithmic decision-making (AI-X) team, assessing and evaluating the use of AI and algorithms in employment decisions.

Jerry's advises private equity sponsors, major entertainment studios and networks, talent-management companies and talent agencies, and companies in the real estate, logistics, luxury goods, retail and insurance industries. He represents companies in collective bargaining, arbitrations and contentious labor disputes. In employment, he helps clients who must downsize comply with the Worker Adjustment and Retraining Notification Act (WARN) and the Older Workers Benefit Protection Act. He also defends employers against EEOC and National Labor Relations charges, as well as class actions and individual lawsuits, related to discrimination, FLSA, ADA, ADEA, NLRA, LMRA, Section 1981, Title VII, and more.

Rick Holt, Ph.D.
Resolution Economics, LLC



Rick Holt is a Partner at Resolution Economics, LLC, an economics, statistics, forensic accounting, and economic damages consulting firm with offices in Los Angeles, Chicago, Washington, D.C., New York, and Charlotte. He has a Ph.D. in Economics from the University of Virginia, as well as a B.S. in Industrial Management from Purdue University. Prior to joining Resolution Economics, Dr. Holt was a Principal at ERS Group, a Manager at Bates White LLP, a Manager at KPMG LLP, and a Research Economist at the U.S. Census Bureau.

Dr. Holt is a labor economist that has been involved in projects over the last 15 years covering all aspects of employment discrimination cases, including: compensation, hiring, promotion, and termination. Dr. Holt has worked with several Fortune 500 companies on projects involving OFCCP investigations, FLSA wage and hour cases, and economic damages (single-plaintiff, multi-plaintiff, and class actions). He has also assisted clients in the context of settlement discussions, trial preparation, and consent decree reporting. Dr. Holt specializes in utilizing large and complex databases and the development and estimation of sophisticated statistical/econometric models.

In addition to his consulting work, Dr. Holt has published papers in the Journal of Forensic Economics, EEO Insight, Virginia Economic Journal, Health Services and Outcomes Research, and often makes presentations to legal and human resources audiences, as well as to various economic associations.

Troy L. Kessler, Esq.
Kessler Matura P.C.



Troy L. Kessler is a co-founder of Kessler Matura P.C.

Mr. Kessler has extensive experience representing employees who have been the victims of discrimination, harassment, wrongful termination, retaliation, overtime and minimum wage violations. He handles claims under Title VII, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family Medical Leave Act, the New York State Human Rights Law, the New York City Human Rights Law, the Fair Labor Standards Act, the National Labor Relations Act, and the New York Labor Law.

Mr. Kessler received his law degree from the Loyola University School of Law – Chicago, and his bachelor's degree from the University of Wisconsin. He is a member of the National Employment Lawyers Association, National Employment Lawyers Association/New York, the American Bar Association - Labor & Employment Section, New York State Bar Association, the Federal Bar Association, and the Suffolk County Bar Association. Presently, Mr. Kessler serves as the President-Elect of the Federal Bar Association's Eastern District of New York Chapter, and as a member of the advisory board of the Center for Labor & Employment Law at the NYU School of Law. Mr. Kessler is also a Fellow in the College of Labor and Employment Lawyers and listed as one of the Top 100 New York Metro Super Lawyers.

Mr. Kessler is a frequent speaker at CLE events sponsored by the: American Bar Association; National Employment Lawyers Association; Federal Bar Association; NYU School of Law; and Practicing Law Institute. His recent speaking engagements have covered a range of topics including trial practice, wage and hour litigation, class actions, and legal ethics.

Mr. Kessler is a mentor with the Nassau County Bar Association's student mentoring program. As a mentor, he works with children at a local middle school, where he and other attorneys volunteer their time to provide children in need with positive adult role models.

Outside of the office, Mr. Kessler enjoys running, listening to music (everything from jazz to punk), going to concerts, watching soccer, cooking, and spending time with his family.

Roger King, Esq.
HR Policy Association



Roger King is a highly regarded labor relations attorney, whose career spans more than 40 years. Roger recently retired as a partner with Jones Day law firm. He now serves as Senior Labor and Employment counsel for the Association.

Roger specializes in labor and employment, healthcare, collective bargaining, contract administration and representation campaigns. Roger represented the winning side as co-counsel in the landmark U.S. Supreme Court case known as Noel Canning, which successfully challenged President Obama's authority to make recess appointments to the National Labor Relations Board.

After graduating from Cornell University Law School, he was a Captain and Legal Services Officer in the United States Air Force, on the Staff of United States Senator Robert Taft, Jr. and, subsequently, was appointed as Professional Staff Counsel to the United States Senate Labor Committee.

Roger has testified before both the U.S. Senate and House Labor Committees, is a fellow of the College of Labor and Employment Lawyers, and serves on the Advocacy Committee of the American Society for Healthcare Human Resources Association (ASHHRA) and on the Executive Committee of the Ohio State Bar Association Labor and Employment Law Section Council.

He is a nationally recognized author/speaker on employment matters and has represented employers regarding labor and employment issues both before administrative agencies and in federal and state courts. He has represented the U.S. Chamber of Commerce, the Society for Human Resource Management (SHRM), the HR Policy Association (HRPA), the National Manufacturers Association (NAM), the American Hospital Association (AHA), and the Coalition for a Democratic Workplace (CDW) in federal courts regarding numerous labor law issues.

Other clients Roger has represented include the Cleveland Clinic Foundation, Catholic Health Partners, MedStar Health, HCA, Texas Health Resources, Unity Point Health, UHS, Trinity Health, National Beef, General Cable, Orlando Health, ProMedica, Premier Health, Cedars-Sinai, Yale New Haven Health System, McLaren Health Care Corporation, Ohio, California and American Hospital Associations, Bon Secoure Health System, Kaleida Health, Sisters of Levenworth Health System, Lakeland Regional Medical Center, Clarion Clinic, Fisher-Titus Medical Center, Saint Joseph Health System, Benefis Healthcare, Community Health Systems, American Water Works, Macy's Inc., Verizon and General Motors.

Alan M. Klinger, Esq. '81
Stroock & Stroock & Lavan LLP



Alan Klinger, Stroock's Co-Managing Partner and Chair of its Government Affairs and Regulatory Support Group, oversees the firm's representation of clients that interact with the various levels of federal, state and city government. In this role, he leads the firm's representation of public sector unions and employee benefits funds. Formerly Co-Chair of the Litigation Group, he continues to represent parties in complex civil litigation and has a proven track record of achieving successful results, whether through negotiation or litigation.

Alan provides outside counsel to, among others, the United Federation of Teachers, Uniformed Sanitationmen's Association, DC 37, Council of School Supervisors & Administrators and New York City Employees Union Local 237 Funds. He also regularly represents the New York City Municipal Labor Committee, a consortium of the City's municipal unions, in major litigation and amici curiae filings. Alan also acts as pro bono counsel to the Association of State Supreme Court Justices. His government relations work involves representing clients in administrative proceedings, health care and land use.

Alan has been recognized by Chambers USA as an authority in Labor & Employment for his leading role in the representation of public sector unions. He is nationally ranked in The

Legal 500 and is perennially highly ranked in City & State's "Law Power 100" and Benchmark Litigation has named him a "Labor & Employment and Litigation Star" since 2017. Long recognized by Best Lawyers for his work in multiple areas of litigation, including labor & employment, ERISA and land use & zoning, Alan has also been ranked in Super Lawyers. He is a frequent lecturer and co-author on issues relating to labor law and collective bargaining, along with attorney-client privilege/work product doctrine. He has also served as an adjunct professor of civil procedure.

"Alan Klinger is extremely knowledgeable in the law and able to effectively make cogent arguments in court, which are very persuasive. He makes complicated issues clear," one source tells Chambers USA. "Alan is extremely experienced and politically savvy. He is truly an asset to have in a crisis," another says.

Alan is the recipient of the Anti-Defamation League's Edward Brodsky Founder's Award for the New York Region as well as having received the Lawyers Alliance for New York's "Cornerstone Award" for outstanding pro bono legal service for his work on behalf of children. Alan is the Vice-Chair for the ADL's New York/New Jersey Region and Co-Chair of its Lawyers Division along with being a National Commissioner for its parent body. He is also a member of the Advisory Board of the NYU Center for Labor and Employment Law and serves as a trustee of the NYU School of Law Foundation, the Lawyers Committee for Civil Rights Under Law and Partnership with Children, Inc.

Thomas H. Lee
Fordham School of Law



Thomas Lee is the Leitner Family Professor of International Law; he was also Director of Graduate and International Studies from 2006 to 2019. He has written many articles about international law, U.S. foreign relations law, constitutional law, federal courts, and legal history. His forthcoming book, *Justifying War* (Oxford University Press), examines the history of legal grounds for war and their connection to moral justifications, global politics, and policy decision-making. He has also been a visiting law professor at Columbia, Harvard, and the University of Virginia; U.S. law adviser to the Constitutional Court of the Republic of Korea; and Special Counsel at

the U.S. Department of Defense, for which he received the Secretary of Defense Medal for Exceptional Public Service. Before his academic career, Lee clerked for Judge Michael Boudin of the First Circuit and Justice David Souter of the Supreme Court and served as a U.S. naval cryptology officer, mostly aboard submarines but also ashore in Korea, Japan, and with the National Security Agency. Professor Lee is Of Counsel at Hughes, Hubbard & Reed, adjunct professor at NYU School of Law, and a member of the ICSID Panel of Conciliators and of the American Law Institute. He is also active in pro bono trial and appellate litigation in state and federal courts involving constitutional rights, data privacy, federal jurisdiction, U.S. foreign relations, national security, and landlord-tenant relations. He holds A.B. (summa cum laude), A.M. (Regional Studies—East Asia), and J.D. degrees from Harvard, where he was Articles Chair of the Harvard Law Review and a Ph.D. candidate (ABD) in Government.

Craig Edward Leen, Esq.
K&L Gates LLP



Craig E. Leen is a partner at K&L Gates LLP's Washington, D.C. office. He is a member of the Labor, Employment, and Workplace Safety practice group, and co-leads the firm's OFCCP and Affirmative Action Compliance area of focus. His depth of experience spans across federal, state, and local government, as well, as the private sector.

Craig previously served as Director of the Office of Federal Contract Compliance Programs (OFCCP). In this role, Craig reported directly to the Secretary and Deputy Secretary of Labor; overseeing approximately 450 employees and a budget of over \$105 million, with a mission to ensure compliance by federal contractors with equal employment opportunity and non-discrimination obligations. During his tenure, OFCCP experienced record years in both enforcement recoveries and compliance assistance, with Craig overseeing three rulemakings and issuance of several technical assistance guides to help employers comply with the law. Likewise, as an agency head at the U.S. DOL, Craig worked directly with numerous other federal agencies, including the Wage & Hour Division (WHD), the Occupational Safety & Health Administration (OSHA), the Office of Disability Employment Policy (ODEP), and the Equal Employment Opportunity Commission (EEOC).

Craig provides clients who conduct business with the federal government his experience and insight into the enforcement of equal employment opportunity regulations, including compliance with affirmative action and nondiscrimination obligations. Likewise, he provides frequent advice to clients on developing comprehensive diversity, equity, inclusion, and accessibility (DEIA) programs and pay equity self-audits. Finally, Craig's knowledge and experience with the regulatory process is of significant value in providing counsel as to agency rulemakings under the Administrative Procedure Act. Prior to OFCCP, he was a government attorney at the municipal and county levels in Florida providing him a unique vantage point to advise clients on all aspects of regulatory compliance at multiple levels of government. Craig is also a member of the Advisory Board of the NYU Center for Labor and Employment Law.

Victoria A. Lipnic
Resolution Economics, LLC, former EEOC Chair



Victoria A. Lipnic is a Partner at Resolution Economics. She leads the Company's Human Capital Strategy Group. The Human Capital Strategy Group combines the Company's expertise in data analytics and deep knowledge of regulatory requirements with an interdisciplinary approach to advise organizations on the full range of their human capital needs and reporting requirements including recruitment, selection, promotions, DE&I, pay equity, and overall talent allocation.

Lipnic joined Resolution Economics in 2021. She has broad experience in the full range of human capital, labor and employment issues, especially from the

regulatory enforcement perspective. Prior to joining the Company she served as Commissioner from 2010 to 2020 and Acting Chair from 2017 to 2019 of the U.S. Equal Employment Opportunity Commission. She was appointed to the EEOC by President Barack Obama and unanimously confirmed by the U.S. Senate. At the EEOC she worked on policy, cases, and regulations under all of the statutes enforced by the Commission including Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), the Equal Pay Act (EPA), the Pregnancy Discrimination Act (PDA) and the Genetic Information Nondiscrimination Act (GINA). While at the EEOC she participated in numerous agency regulatory initiatives including the final GINA regulations, the ADA, as amended, regulations, and the revisions to the EEO-1 form to include pay data reporting. She organized the agency's first public meeting on Big Data in Employment, created its Chief Data Officer position, oversaw development of the Office of Enterprise Data and Analytics and published a significant report on age discrimination. She co-chaired the EEOC's Select Task Force on the Study of Harassment in the Workplace, and co-authored its seminal report, issued in 2016, before the #MeToo movement.

Prior to joining the EEOC, she practiced law with Seyfarth Shaw, LLP. She also served as the U.S. Assistant Secretary of Labor for Employment Standards from 2002 to January 2009, a position she was appointed to by President George W. Bush. At the Department of Labor she oversaw regulatory development and enforcement for the Wage and Hour Division, the Office of Federal Contract Compliance Programs (OFCCP), the Office of Labor Management Standards and four national workers' compensation programs. This included oversight and enforcement of the Fair Labor Standards Act, the Family and Medical Leave Act, Executive Order 11246 and the Labor Management Reporting Disclosure Act.

Prior to her service as Assistant Secretary, Lipnic served as Workforce Policy Counsel to the Committee on Education and the Workforce in the U.S. House of Representatives. She was also in-house counsel for labor and employment with the U.S. Postal Service.

Kathleen K. Lundquist, Ph.D.
APTMetrics



Co-founder of APTMetrics in 1995, Kathleen is a nationally recognized organizational psychologist who testifies frequently as an expert witness in employment discrimination class-action lawsuits for both defendants and plaintiffs. As a result of class-action settlements, she also serves as a court-appointed expert in diversity measurement and the design and implementation of legally defensible human resources processes.

Lauren McFerran
National Labor Relations Board



Lauren McFerran served as a Member of the NLRB from December 17, 2014 until December 16, 2019. On July 29, 2020, the Senate confirmed her renomination as a Board Member for a term expiring on December 16, 2024.

On January 20, 2021, President Joseph R. Biden named Ms. McFerran Chairman of the National Labor Relations Board.

Previous to her appointment to the NLRB, Ms. McFerran served as Chief Labor Counsel for the Senate Committee on Health, Education, Labor, and Pensions (HELP Committee) and had also served the Committee as Deputy Staff Director under Senator Tom Harkin. She began on the HELP Committee as Senior Labor Counsel for Senator Ted Kennedy. Before her work in the United States Senate, Ms. McFerran was an associate at Bredhoff & Kaiser, P.L.L.C. and served as a law clerk for Chief Judge Carolyn Dineen King on the United States Court of Appeals for the Fifth Circuit. Ms. McFerran received a B.A. from Rice University and a J.D. from Yale Law School.

Marjorie Mesidor, Esq.
Phillips & Associates, PLLC



Marjorie Mesidor is the Managing Partner at Phillips & Associates' Long Island office. She has been a member of Phillips & Associates since 2011. Ms. Mesidor oversees a group of senior attorneys' multi-million-dollar books of business spread over more than 250 cases.

Marjorie is recognized for her outstanding service to clients who have been subjected to sexual harassment or discrimination based on race, gender, disability, and other protected characteristics. Ms. Mesidor regularly prosecutes employment actions against Fortune 500 companies and smaller organizations accused of discrimination including claims of sexual misconduct. She has had overwhelming success, achieving over \$47,000,000 in awards and settlements for her clients. Marjorie rose to notoriety in 2013 when she procured a unanimous jury award in *Johnson v. STRIVE*, a landmark case decidedly settling the issue of whether those of the same race can discriminate against one another. In addition, her work against the disparate impact of "poor door" policies on rent stabilized tenants has earned her recognition by the Office of the Public Advocate. Her most recent verdict of \$2.31 Million dollars was awarded Top 50 Verdict in New York, Labor and Employment for *Sooroojballie v. Port Authority of New York and New Jersey* in for a race and national origin based hostile work environment claim. Marjorie's greatest impact is the hundreds of cases and disputes resolved privately and efficiently protecting her clients' preference for discretion and anonymity.

Marjorie is also a member of the Advisory Board of the NYU Center for Labor and Employment Law.

Kate Mueting, Esq.
Sanford Heisler Sharp LLP



Kate Mueting is the Firm Administrative Partner and Co-Chair of the firm's Discrimination and Harassment Practice Group. Since joining Sanford Heisler Sharp, Kate has been recognized by U.S. News as among the "Best Lawyers" in America for representing individuals in employment law. She has also been among a handful of employment lawyers nationwide honored as a "Rising Star" by Law360 in 2019, and the National Law Journal recognized her as one of Washington, DC's Rising Stars in 2017. The Profiles in Diversity Journal also recently recognized her as among its Women Worth Watching in Leadership. The District of Columbia Women's Bar Association also awarded Kate with the Mussey-Gillet Shining Star Award in 2018, which recognizes one member each year who makes extraordinary contributions to the organization.

Kate is a member of the District of Columbia, Iowa (inactive), and Minnesota (inactive) bars. Kate has authored and been quoted in articles that have appeared in publications such as The New York Times, The Wall Street Journal, Bloomberg, Fast Company, Law360, and other publications. She has presented internationally at numerous conferences, law schools, and law firms on a broad range of topics that include gender and pregnancy discrimination, gender pay gaps in professional services firms, maternal walls, professional development and career advancement, bias in the legal profession, diversity and inclusion, employee privacy rights, mediations, and class and collective actions. Kate is an adjunct professor at the University of Iowa College of Law and a co-chair of the Women's Bar Association. She is a member of the Legal Network for Gender Equity, the National Women's Law Center's Leadership Advisory Committee, the Advisory Board for the Center of Labor & Employment Law at NYU School of Law, and the International Forum of Senior Executive Advisers.

Before joining Sanford Heisler Sharp, Kate completed clerkships for the Hon. Michael J. Melloy of the Eighth Circuit Court of Appeals and for the Hon. Richard J. Leon of the District Court for the District of Columbia. When Kate is not lawyering, she enjoys spending time outside with her husband and their two daughters.

Daniel P. Murphy
Verizon Communications



Since October 2018, Dan Murphy has served at Verizon in the dual roles of Deputy General Counsel and Senior Vice President of Labor Relations, reporting to Verizon's General Counsel and Chief Human Resources Officer, respectively.

In his legal role, Dan leads the team of labor, employment, compensation and benefits attorneys who handle all HR-related legal issues for Verizon and its more than 110,000 employees globally.

In his human resources role, he leads the team of labor relations professionals who manage Verizon's relationships with unions that represent approximately 30,000 of Verizon's U.S.-based employees. Dan is the chief labor negotiator for Verizon.

Dan joined Verizon in October 2014 as Vice President of Labor Relations. Before joining Verizon, Dan was Vice President and Deputy General Counsel of Daily News, L.P. and U.S. News & World Report, L.P. Previously, he was an associate at Cravath, Swaine & Moore LLP. He has taught contract negotiation and drafting as an adjunct professor at Cardozo Law School and Fordham Law School. Dan received a Juris Doctor degree magna cum laude from Harvard Law School and a bachelor's degree with honors from Yale.

James M. Murphy, Esq. '89
Spivak Lipton LLP



Mr. Murphy joined the firm in 1992 and became a partner in 2000. He received his law degree from NYU School of Law in 1989, a Master's Degree in Sociology from the University of Pittsburgh in 1975, and his undergraduate degree, cum laude, in Economics and Sociology from LaSalle College in 1973. Prior to attending law school, he was a rank-and-file union activist, organizer, staff representative, and elected officer with unions in the education, health care, and telecommunications industries. Besides his regularly representing unions and employee benefit funds in litigation, negotiations, and

regulatory compliance, Mr. Murphy also has extensive experience in counseling clients in regulatory investigations with various state and federal agencies and in representing clients as creditors in bankruptcy proceedings. Beginning in January 2012, Mr. Murphy has served as the General Counsel of the New York City and Vicinity District Council of Carpenters. Mr. Murphy was born in Indianapolis, Indiana.

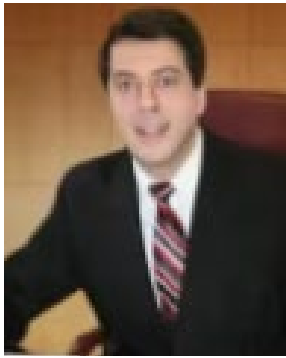
Mr. Murphy is also a member of the Advisory Board of the NYU Center for Labor and Employment Law.

Seema Nanda
U.S. Department of Labor



Seema Nanda served in leadership roles at the U.S. Department of Labor in the Obama - Biden Administration, including Chief of Staff, Deputy Solicitor, and Deputy Chief of Staff and Senior Advisor to the Secretary. Before that, Nanda led the now-named Office of Immigrant and Employee Rights Section of the U.S. Justice Department's Civil Rights Division and worked at the National Labor Relations Board and as an associate in private practice. Nanda has also served as CEO of the Democratic National Committee and as COO and Executive Vice President at the Leadership Conference on Civil and Human Rights. Nanda was also a fellow at Harvard Law School's Labor and Worklife Program. She graduated from Brown University and from Boston College Law School.

Raymond Nardo, Esq. '90
Raymond Nardo, P.C.



Raymond Nardo focuses on obtaining results for his clients. For more than 30 years, Mr. Nardo has practiced Employment Law.

He has won jury verdicts for both employer and employee clients. As a result of his success, he has been retained by employers, insurance companies, and municipalities to represent their interests in jury trials, arbitrations, and disciplinary hearings. He has also been retained as an expert witness to testify about Employment Law. Mr. Nardo represents employees and employers for claims involving overtime pay, discrimination, sexual harassment, whistleblower claims, and nearly all other employment claims. He practices extensively in Federal Court, New York State Court, the Equal Employment Opportunity Commission (EEOC), and New York State Division of Human Rights (NYSDHR).

He is a Professor of Labor & Employment Law for SUNY. He is also on the faculties, and frequently lectures for, the National Business Institute (NBI) and the National Academy of Continuing Legal Education (NACLE). In addition, he is on the NYU Labor Center Advisory Board, where he has lectured for the Federal Judicial Conference.

Terrance J. Nolan, Esq. LL.M. '82
Terrance J. Nolan LLC



Terrance J. Nolan, former Senior Vice President, General Counsel and Secretary of NYU, is an experienced mediator and arbitrator, who has successfully resolved numerous disputes in mediation, arbitration and litigation.

Mr. Nolan is a member of the Panel of Neutrals of the International Institute for the Prevention & Resolution of Disputes (CPR Institute) and the Roster of Labor Arbitrators of the American Arbitration Association.

Mr. Nolan also is a certified mediator in the alternative dispute resolution programs of the United States District Courts for the Southern and Eastern Districts of New York, New York State courts, is a member of the Panel of Arbitrators for the United States District Court for the Eastern District of New York and is a Chair-qualified member of the Panel of Arbitrators for the Financial Industry Regulatory Authority (FINRA). His practice as a neutral mediator and arbitrator encompasses the full range of civil disputes including commercial, labor and employment matters. He is a past co-chair of the Section on Litigation and Alternative Dispute Resolution of the National Association of College and University Attorneys and is a member of the New York State Bar Association and its Section on Dispute Resolution and its Section on Labor and Employment Law, of which he is a charter member. Mr. Nolan also has served as Director of Labor Relations for NYU, as a labor attorney for PepsiCo, Inc. and as a litigation attorney for the New York Metropolitan Transportation Authority.

Mr. Nolan has a B.A. from St. Francis College, a J.D. from St. John's University and an LL.M from NYU. He is a member of the adjunct faculty of NYU and the Advisory Board of the NYU Center for Labor and Employment Law.

Taylor M. Owings, Esq.
Baker Botts LLP



Taylor M. Owings is a partner in the Baker Botts LLP's Antitrust and Competition Practice Group. She counsels clients on the application of antitrust law to their business activities, and represents them both in front of government agencies and in litigation.

Ms. Owings served in the Front Office of the Antitrust Division of the U.S. Department of Justice from 2018 to 2021. She was a key advisor to the Assistant Attorney General on the application of antitrust law to technology industries, including in the Department of Justice's review of the business practices of market-leading online platforms and in the application of antitrust law to the exercise of intellectual property rights and standard setting organizations.

Ms. Owings has experience crafting both trial and appellate strategy in headline-making antitrust litigations. She has argued in the First and Fourth Circuits. Earlier in her career, she clerked for the Honorable Douglas H. Ginsburg on the U.S. Court of Appeals for the D.C. Circuit, and for the Honorable Richard J. Leon on the U.S. District Court for the District of Columbia.

Erika Ozer, Esq. '97
SVP, Deputy General Counsel, Global Head of Labor & Employment Law, Government Affairs & Intellectual Property, CBRE



Erika Ozer currently leads CBRE's Labor and Employment Law function globally, providing advice and counsel to executive management and the People team on a wide range of legal employment matters. She also oversees CBRE's Government Affairs and Intellectual Property Law practices.

Ms. Ozer joined CBRE in November 2019 as SVP, People Business Partner REI & Corporate Functions leading a global team responsible for developing and implementing the human capital strategy for the Real Estate Investment business segment and corporate functions. In February 2021, Ms. Ozer was appointed to lead Talent Management across the enterprise.

Prior to joining CBRE, Ms. Ozer was at Swiss Re for 16 years, both serving in Human Resource leadership roles and as Swiss Re's in-house employment counsel. Prior to that, Ms. Ozer served as an employment litigator with several New York and Boston law firms.

Davida S. Perry, Esq.
Schwartz Perry & Heller LLP



Davida S. Perry is the co-founding and managing partner of Schwartz Perry & Heller LLP, a preeminent law firm focusing on representing individuals in all areas of employment law, including discrimination and sexual harassment cases. Ms. Perry's firm prosecuted employment law cases when this field of law was relatively new and has been responsible for shaping the law.

She's passionate about the plight of her clients and the fundamental importance of their jobs. In almost every case, it's a David and Goliath power equation, with a defenseless individual up against a company machine that marshals an army of lawyers and human resources. She prides herself on thinking outside the box, being tenacious and tough, but also compassionate. She says, "When a client says to me, 'This is the worst time in my life and you're the bright star,' then I feel like I'm doing my job well."

Ms. Perry is also a member of the Advisory Board of the NYU Center for Labor and Employment Law. Ms. Perry is a proud supporter of the #metoo and #timesup movements.

James P. Philbin, Esq. '92
The Philbin Law Firm, PLLC



Jim Philbin applies his diverse background and business perspective to help clients solve complex corporate challenges and effectively resolve disputes. A private practice litigator, corporate counsel and labor lawyer, Jim leverages his 30 years of experience as a partner in a global law firm and as a corporate executive, director and general counsel to provide pragmatic, business-oriented counsel to clients across a variety of legal areas and industries. Jim currently sits on the Board of Advisors of NYU's Center for Labor and Employment Law.

Mark D. Risk, Esq. '84
Mark Risk P.C.



Mark Risk litigates discrimination, restrictive covenant, wage/hour, contract and benefits disputes in New York federal and state courts. He has tried cases in federal and state court and at the major arbitration forums, and briefed and argued state and federal appeals. He also represents executives and others in employment contract and severance negotiations.

Mark is a fellow of the College of Labor and Employment Lawyers, and serves on the Advisory Board of the NYU Law Center for Labor and Employment Law. He served for twelve years as co-editor of Labor and Employment Law, the quarterly newsletter of the American Bar Association's Section of Labor and Employment Law.

In addition to his practice, Mark teaches advocacy skills as a faculty member for the National Institute of Trial Advocacy, including in-house programs at the U.S. Department of Justice, U.S. Department of Labor, Securities and Exchange Commission, Equal Employment Opportunity Commission, Federal Aviation Administration, Pension Benefit Guaranty Corporation, Social Security Administration, the Southern Poverty Law Center, and many private law firms.

Zoe Salzman, Esq. '07
Emery Celli Brinckerhoff & Abady LLP



Zoe Salzman is an experienced trial attorney. She has tried commercial and civil rights cases before juries in both federal and state courts. She has also argued appeals in both the Second Circuit Court of Appeals and the First Department Appellate Division.

Ms. Salzman's diverse practice at the firm includes representing people, companies, and not-for-profit organizations in challenges in many fields, including employment discrimination; sexual harassment; sexual assault; Child Victims Act abuse; Adult Survivors Act abuse; wrongful conviction; police and prison abuse; tort and contract disputes; partnership disputes; housing discrimination; constitutional litigation; developmental disability discrimination; and school bullying.

She also represents lawyers, executives in all fields, employees, and companies in internal investigations and the negotiation of employment, severance, and separation agreements.

Ms. Salzman specializes in representing victims in #MeToo cases with claims for sexual harassment, assault, or abuse. In 2022, Ms. Salzman won a \$10 million jury verdict in a rape case against a movie director. In 2021, Ms. Salzman represented one of the women interviewed in the Attorney General's investigation into allegations of sexual harassment against Governor Andrew Cuomo. In 2019, Ms. Salzman argued and won a landmark victory in the First Department Appellate Division that rape and sexual assault are necessarily motivated at least in part by animus towards the victim's gender, and therefore prohibited by the New York City Victims of Gender-Motivated Violence Protection Law. Many of Ms. Salzman's other cases in this field have been resolved in high-value confidential settlements or litigated in confidential arbitrations.

Ms. Salzman regularly teaches and speaks on panels hosted by the Practicing Law Institute (PLI), the National Employment Lawyers Association/New York, NYU School of Law, and other institutions and law schools. She is also a member of the Advisory Board of the NYU Center for Labor and Employment Law.

Martin L. Schmelkin, Esq. '94
Schulte Roth & Zabel LLP



Martin L. Schmelkin focuses his practice on employment and employee benefits issues for hedge funds, private equity firms, asset managers and investment banks. He has nearly 30 years of experience in employment law, representing clients in all aspects, including counseling on recruitment, hiring, employment agreements, compensation, promotions, disciplinary action and terminations. Additionally, Marty has experience advising on litigation strategy, coordinating the implementation of policies and programs across multiple global jurisdictions, and leading workplace training programs. He has a wealth of experience with diversity, equity and inclusion policies and programs, including the interplay with Environmental Social Governance (ESG) reporting. Marty also counsels financial services firms on employment related FINRA arbitrations and regulatory filings.

Marty brings a unique perspective to clients, having worked for 15 years in the legal department of Goldman Sachs, where he was a managing director and associate general counsel in the employment law group. While there he spent time in the firm's Hong Kong office covering employment law matters throughout Asia and also had responsibility for employment law in non-U.S. offices in the Americas.

Marty serves as an Associate Lecturer on Labor & Employment Law at Columbia University, and is a member of the Executive Board of the Cornell University School of Industrial & Labor Relations (ILR) Alumni Association.

Douglas T. Schwarz, Esq.
Morgan Lewis



Douglas T. Schwarz is a trusted advisor to and advocate for employers in all aspects of labor and employment law. He litigates in court, arbitration, and administrative proceedings; counsels employers on human resources matters; negotiates and drafts executive employment and separation agreements; advises on labor and employment aspects of corporate transactions, both domestic and cross-border; and conducts internal investigations of employee complaints. Doug also handles ADA Title III and state law matters involving access of persons with disabilities to public accommodations.

Diana S. Sen, Esq.
Region Director, Office of Federal Contract Compliance Programs



Diana S. Sen is the Regional Director of the Office of Federal Contract Compliance Programs (OFCCP) Northeast Region. In this capacity she leads the agency's enforcement and outreach efforts in the Northeast, Puerto Rico and the Virgin Islands. She is based in NYC. Diana is an experienced and highly skilled civil rights lawyer who has spent her career advocating for the most vulnerable populations in our country. She comes to OFCCP with significant experience in government, non-profit and private sector work. She previously served as Senior Counsel at LatinoJustice PRLDEF (formerly the Puerto Rican Legal Defense and Education Fund) where she litigated major civil rights cases in the southeastern U.S. Prior to LatinoJustice, Diana worked as an attorney at Fried, Frank, Harris, Shriver & Jacobson LLP in New York City for six years, specializing in general commercial and white collar litigation. The firm sponsored Diana for a two-year fellowship with the Mexican American Legal Defense and Educational Fund where she helped establish the organization's Atlanta office. She is a Past National President of the Hispanic National Bar Association. Diana received her J.D. from Emory Law School and her BA and MA in Political Science/International Relations from the University of Florida.

Patrick W. Shea, Esq.
Paul Hastings LLP



Patrick Shea is an Employment Law partner based in Paul Hastings' New York office. He represents companies in a wide range of employment-related litigation, including matters involving employee benefits, employment discrimination, wage and hour claims, and wrongful discharge. His clients include major companies in the financial services, information technology, manufacturing, defense, and high-tech industries.

Patrick is also a member of the Advisory Board of the NYU Center for Labor and Employment Law.

Ronald H. Shechtman, Esq. '72
Pryor Cashman LLP



Ronald Shechtman is Pryor Cashman's Managing Partner and chair of the firm's Labor + Employment Group; he is also co-chair of the Labor-Management Relations Practice, and a member of the Litigation, Media + Entertainment, and other groups.

Ron represents diverse clients in labor management relations and employment matters arising from the increasing legal complexity of today's workplace. He litigates labor management, EEO, wrongful discharge, ERISA and related cases and assists clients in developing strategies to mitigate exposure to litigation and liability arising from the employment relationship.

A prominent attorney for management and artists in theater and dance, Ron helps protect intellectual property rights, negotiates contracts and resolves contentious collective bargaining issues. He is longtime counsel to the Stage Directors and Choreographers Society (SDC), the independent national union of stage directors and choreographers, the Association of Theatrical Press Agents and Managers, and Ballet Hispanico. Ron also negotiates executive employment agreements on behalf of both employers and employees in a myriad of industries.

Ron represents a number of nonprofit organizations on a pro bono basis, primarily in the performing arts, and has, on numerous occasions, lectured before the theater program at Yale University and Yale School of Drama. He is also a member of the Advisory Board of the NYU Center for Labor and Employment Law.

David Sherwyn
Cornell University School of Hotel Administration



David Sherwyn is the John and Melissa Ceriale Professor of Hospitality Human Resources and a professor of law at Cornell University's School of Hotel Administration. He is also the academic director of the Cornell Center for Innovative Hospitality Labor and Employment Relations, Co-Director of the Pillsbury Institute for Hospitality Entrepreneurship and a research fellow at the Center for Labor and Employment Law at NYU's School of Law. In addition, Sherwyn is of counsel to the law firm of Stokes & Wagner.

Prior to joining the School of Hotel Administration, Sherwyn practiced management-side labor and employment law for six years. Sherwyn has published articles in the Arizona State Law Review, Berkeley Journal of Labor and Employment Law, the Cornell Hospitality Quarterly, Fordham Law Review, University of California Hastings Law Journal, Indiana Law Journal, Northwestern Law Review, Stanford Law Review, and the University of Pennsylvania Labor and Employment Law Journal.

His research interests include arbitration of discrimination lawsuits and union-management relations. Sherwyn teaches HADM 3870: Business and Hospitality Law, a required class with more than 200 students. In addition, he teaches HADM 4850: Employment Discrimination

Since joining the faculty in 1997, Sherwyn has won 20 teaching awards. In 2014, he was recognized with a Stephen H. Weiss Presidential Fellowship, the most prestigious teaching award at Cornell University. In 2002, Sherwyn conceived of, organized, and hosted the Center for Hospitality Research's (CHR) first Hospitality Industry Roundtable. Since that time, he has hosted more than 20 roundtables. Because of the success of the now-annual Labor and Employment Law Roundtable, the CHR hosts roundtables in each of the disciplines that are represented in the school. From 2006-2009, Sherwyn was the director of the CHR. In that time the CHR grew from 13 to 34 partners and began sponsoring the Annual HR in Hospitality Conference.

Amy F. Shulman, Esq.
Outten & Golden LLP



Amy is a partner at Outten & Golden LLP, and a member of the firm's Individual Practice Area, the Executive and Professionals Practice Group, and the Medical Employment Practice Group. She negotiates executive employment, compensation, change-in-control, secondment, and other employment-related contracts, counsels employees involved in workplace disputes, and litigates employment law claims. Amy assists professionals in transactions and disputes in a wide-range of industries, including financial services, media, healthcare, and bio-technology, among others. Prior to joining the firm in 2018, Ms. Shulman was a Partner at a boutique labor and employment law firm, where she represented individual employees in the full range of employment disputes, disability rights organizations in public accommodation cases, and labor unions in contractual and disciplinary grievances and arbitrations. Before entering private practice, Ms. Shulman served as a Clerk for the Hon. Aida Delgado-Colon (then-U.S. Magistrate Judge, now U.S. District Judge) in the U.S. District Court for the District of Puerto Rico. Ms. Shulman received her B.A. from Cornell University and her J.D., cum laude, from the Washington College of Law of American University, where she was a Note and Comment Editor on the Journal of International Law and Policy.

Ms. Shulman is a Council Member (Union & Employee) of the American Bar Association's Section of Labor & Employment Law ("LEL") and a Co-Chair of the Contracts and Executive Compensation Subcommittee of LEL's Employment Rights and Responsibilities Committee ("ERR"). Her former leadership positions include member of the Law360 2021 Employment Editorial Advisory Board, Co-Chair and Co-Chair Emeritus of LEL's Annual Section Conference, Co-Chair of ERR, Co-Chair of LEL's Webinars Committee, Coordinator for Whistleblower Programs and for Litigation Programs for LEL's Annual Section Conferences, Secretary of NELA/NY, Advisory Board Member of the NYU Center for Labor and Employment Law, and President of the New York Chapter of the Labor and Employment Relations Association. She is a member of NELA, NELA/NY, and the American Health Law Association.

Commissioner Keith Sonderling
U.S. Equal Employment Opportunity Commission



Keith E. Sonderling was confirmed by the U.S. Senate, with a bipartisan vote, to be a Commissioner on the U.S. Equal Employment Opportunity Commission (EEOC) in 2020. Until January of 2021, he served as the Commission's Vice-Chair. His term expires July of 2024.

Prior to his confirmation to the EEOC, Commissioner Sonderling served as the Acting and Deputy Administrator of the Wage and Hour Division at the U.S. Department of Labor. Before joining the Department of Labor in 2017, Commissioner Sonderling practiced Labor and Employment law in Florida. Commissioner Sonderling also serves as a Professional Lecturer in the Law at George Washington University Law School, teaching employment discrimination.

Since joining the EEOC, one of Commissioner Sonderling's highest priorities is ensuring that artificial intelligence and workplace technologies are designed and deployed consistent with long-standing civil rights laws. Commissioner Sonderling has published numerous articles on the benefits and potential harms of using artificial intelligence-based technology in the workplace and speaks globally on these emerging issues. Immediately before his confirmation to the EEOC, Commissioner Sonderling served as the Acting and Deputy Administrator of the U.S. Department of Labor's Wage and Hour Division. The Wage and Hour Division administers and enforces federal labor laws, including the Fair Labor Standards Act, the Family and Medical Leave Act, and the labor provisions of the Immigration and Nationality Act. During his tenure, the Division accomplished back-to-back record-breaking enforcement collections and educational outreach events.

Commissioner Sonderling also oversaw the development and publication of large-scale deregulatory rules and authored numerous Opinion Letters, Field Assistance Bulletins, and All Agency Memorandums. Additionally, he was instrumental in developing the Division's first comprehensive self-audit program, which collected more than \$7 million for nearly eleven thousand workers.

Before his government service, Commissioner Sonderling was a partner at one of Florida's oldest and largest law firms, Gunster. At Gunster, he counseled employers and litigated labor and employment disputes. In 2012, then-Governor Rick Scott appointed Commissioner Sonderling to serve as the Chair of the Judicial Nominating Committee for appellate courts in South Florida. Commissioner Sonderling was also active in the community, serving on the Board of Directors for Morse Life Health System, the Boca Raton Chamber of Commerce, and Leadership Florida.

Sonderling received his B.S., magna cum laude, from the University of Florida and his J.D., magna cum laude, from Nova Southeastern University.

Britney Noelle Torres, Esq.
Littler Mendelson P.C.



Britney Torres is an innovation- and equity-focused advisor and litigator assisting employers in sustainably transforming the workplace.

In advising clients, Britney recognizes that the recent and ongoing transformation of the workplace impacts all aspects of business and highlights the opportunity to address these changes sustainably. This transformation significantly impacts the workforce, which is oftentimes the most valuable asset of the organization. Britney brings a deep understanding of the impacts of environmental, social and governance considerations for both publicly traded and private companies to her analysis and recommendations. From legislative and regulatory requirements to talent acquisition, ESG can be a powerful tool for companies to attract new people and investments and ultimately increase long-term value.

Britney also advises clients on diversity, equity, and inclusion considerations – from preliminary consultation and assessment to the development of targeted, long-term initiatives with ongoing monitoring and data-based analysis. This advice combines her cultural background, a deep understanding of employees and workforces, and extensive knowledge of relevant legal limitations, including anti-discrimination and privacy laws, in order to minimize the risk of legal challenges and increase impact.

As a litigator, Britney has effectively resolved matters arising under both federal and state law. This experience includes multiple defense verdicts after trial, termination of cases at summary judgment and the pleading stage, and strategic settlements. Her litigation experience also informs her approach to advice and enables her to quickly and effectively identify key issues, associated risk, and potential exposure.

Britney is currently a member of Littler Mendelson's Innovation Advisory Council, which is tasked with reengineering the traditional practice of law to bring clients cost-effective and forward-thinking solutions that employ leading-edge technology, project management skills, and alternative pricing strategies. She also served on the firm's Diversity and Inclusion Council and continues to be involved in internal diversity and inclusion initiatives.

While in law school, Britney was a member of the Review of Law and Social Justice and vice president of the Latino Law Student Association. She also externed for the Hon. S. James Otero, U.S. District Court Judge for the Central District of California, interned with the U.S. Attorney's Office in Los Angeles, and studied abroad at Bond University in Robina, Australia. During her undergraduate studies, Britney studied abroad at the Universidad Católica de la Argentina in Buenos Aires, Argentina.

Amy Traub, Esq.
Baker Hostetler LLP



As Chair of BakerHostetler's national Labor and Employment Group and an experienced employment litigator and adviser, Amy Traub focuses her practice on the management side of employment law matters for clients in all industries, with a particular focus on the healthcare, hospitality and retail industries. She informs clients of the risks involved in a particular situation and, ever mindful of business practicalities, ensures that the resolutions she proposes accommodate the inner workings of the clients' businesses.

Amy is ranked in Chambers USA: America's Leading Lawyers for Business as a leader in the field of Labor and Employment, where she has been described as being "very good at seeing all sides of things and discussing the risks in a way that is very easy for someone who's not a lawyer to understand" (Chambers USA 2015). Amy is also recognized as a New York Metro Area "Super Lawyer" and as a national honoree in the Women, Influence & Power in Law Awards by Corporate Counsel and Law.com. She was recently the recipient of BakerHostetler's "Trailblazer Award" for 2022, an honor designed to recognize a woman lawyer who has made significant contributions to the firm and to the legal profession, and who inspires her women colleagues through example and achievement.

Amy has also been on the front lines of the global COVID-19 pandemic, leading the firm's COVID-19 Task Force, managing the firm's COVID-19 Resource Center and providing around-the-clock advice, counsel and strategic business acumen to employers faced with maintaining compliance with various continuously changing federal, state and local laws, as well as guidance from the Occupational Safety and Health Administration and the Centers for Disease Control and Prevention. As the focus has shifted to return-to-the-workplace planning and the future of work, Amy regularly advises clients on a post-pandemic workforce, remote and hybrid working challenges and opportunities and COVID-19-related litigation.

Amy is also a member of the Advisory Board of the NYU Center for Labor and Employment Law.

Christine E. Webber, Esq.
Cohen Milstein Sellers & Toll PLLC



Christine E. Webber, co-chair of Cohen Milstein's Civil Rights & Employment practice, represents victims of discrimination and wage and hour violations in class and collective actions. She is a tenacious, hands-on litigator, highly-regarded for her ability to organize large, high-profile class and collective actions and work closely with economic and statistical experts on developing sophisticated statistical analyses of class claims.

Ms. Webber has had the honor of representing clients in some of the largest, groundbreaking discrimination and Fair Labor Standards Act (FLSA) class and collective actions in the United States, including *Keepseagle v. Vilsack*

(D.D.C.), a historic nationwide race-based discrimination class action brought by Native American ranchers and farmers against the United States Department of Agriculture (USDA). The landmark \$760 million settlement required the USDA to pay \$680 million in damages to thousands of Native Americans, to forgive up to \$80 million in outstanding farm loan debt and to improve the farm loan services the USDA provides to Native Americans. Ms. Webber was lead counsel in *In re Tyson Foods FLSA MDL* (M.D. Ga.), a collective action involving FLSA claims at over 40 Tyson chicken processing plants, which ultimately resolved the claims of 17,000 chicken processing workers who had been denied compensation for donning and doffing required safety and sanitary equipment; and *Hnot v. Willis Group Insurance* (S.D.N.Y.), where she represented a class of women vice presidents in Willis' Northeast region, who complained of discrimination with respect to their salary and bonuses, as well as promotions. This "glass ceiling" case settled for an average payment of \$50,000 per woman, a record-breaking settlement in 2007 for a sex discrimination class action. Ms. Webber continues the fight in *Dukes v. Wal-Mart* – a nationwide pay and promotion sex discrimination class action that went to the U.S. Supreme Court in 2011 and addressed standards for class certification in employment discrimination matters.

Holly H. Weiss
HWH Mediation



Holly is a patient, respected and effective mediator, focused on helping parties settle employment and employee benefits disputes, including workplace discrimination and harassment claims, contract disputes, compensation disputes and wage and hour claims. Holly is highly respected by employee and management attorneys alike. She understands the attorney-client relationship and the drivers of all parties involved in the mediation process. She has extensive ADR training and experience. She is a member of numerous rosters and panels, including the mediation panels of the District Courts for the Southern and Eastern Districts of New York, the Supreme Court of the State of New York (Commercial Division), the National Roster of Arbitrators and the National Roster of Mediators of the American Arbitration Association, FINRA's Roster of Arbitrators and the CPR Panel of Distinguished Neutrals.

Before pivoting to mediation, Holly spent nearly three decades practicing employment and employee benefits law at the highest level at top tier law firms in New York City. As a trusted advisor, Holly helped her clients settle hundreds of high stakes, complex and emotion-laden disputes, in mediation and outside of mediation.

Robert Whitman, Esq.
Seyfarth Shaw LLP



For three decades, Rob has helped companies handle their toughest and most sensitive employment law matters. These include wage-and-hour lawsuits, discrimination claims, post-employment restrictive covenant disputes, and day-to-day compliance issues.

Rob has a diverse legal background. He spent the first part of his career working in all three branches of the federal government—as a federal appellate law clerk, a trial attorney with the US Department of Justice, and in-house employment counsel for the US Senate. He has spent the remainder working with private sector clients, large and small across a wide variety of industries, in a host of employment law matters.

Rob is national co-chair of Seyfarth's Financial Services practice group and has particular experience in arbitrations before FINRA and AAA, defending broker-dealers and industry employers against claims alleging discrimination, forfeiture of deferred compensation, wrongful termination, and other theories of liability. He has also represented companies in scores of wage-and-hour class/collective actions in courts around the country in matters with enormous potential exposure in unpaid wages, statutory damages, civil penalties, prejudgment interest, and attorneys' fees. He serves as co-chair of the Wage and Hour Committee of the New York State Bar Association's Labor & Employment Section.

Rob has also served as employment law counsel to numerous not-for-profit organizations in the New York metro area. He oversees the pro bono efforts in Seyfarth's New York office and serves on the firm's national Pro Bono Committee. He also sits on the Advisory Board of the NYU Center for Labor and Employment Law.

Elizabeth Wilkins
Federal Trade Commission



Elizabeth Wilkins is the Chief of Staff to the Chair and Director of the Office of Policy and Planning of the U.S. Federal Trade Commission. Before joining the FTC, Wilkins served as Senior Advisor to the White House Chief of Staff. Prior to that, she worked in several senior leadership roles at the Office of the Attorney General for the District of Columbia, including Senior Counsel for Policy and Chief of Staff. Wilkins also previously served as a law clerk to Associate Justice Elena Kagan of the U.S. Supreme Court, and to then-Chief Judge Merrick Garland of the U.S. Court of Appeals for the D.C. Circuit. Before law school, Wilkins was a policy advisor in the White House Domestic Policy Council. She graduated magna cum laude from Yale University and holds a J.D. from Yale Law School.

Teri Wilford Wood, Esq.
Jackson Lewis P.C.



Teri Wilford Wood is of counsel in the New York, New York, office of Jackson Lewis P.C. Her practice focuses on representing employers in global workplace law matters, including preventive advice and counseling.

At Jackson Lewis, Teri focuses primarily on international employment issues, corporate governance and investigations, workplace training and restrictive covenants worldwide.

Previously, Teri was chief global labor and employment counsel advising Fortune 100 technology and financial services corporations worldwide. In this role, Teri served as associate general counsel of International Business Machines Corporation (IBM) for most of her two-plus decade IBM career. In this position and previously as managing counsel of American Express Company, she had responsibility for employment, labor, immigration, pension, benefits and executive compensation law.

Teri has also served as a member of IBM's retirement plans Investment Committee, served as legal counsel to the plans fiduciary committee and was co-chair of the Law Department Education Committee. While at American Express Company, Teri served on the Supervisory Committee of the Federal Credit Union and acted as its General Counsel.

Prior to her time as in-house counsel, Teri was an administrative judge for the federal Equal Employment Opportunity Commission and, earlier was an associate at a national law firm, both based in New York City.

Teri has served on the Board of Directors of the Association of Corporate Counsel, Greater New York Chapter, and is a past president of the Association's New York Chapter and chair of its Employment Law Committee. She has also served as a member of the Board of Governors of Washburn University School of Law and is currently a member of the law school's Transactional Law Center. In addition to membership in the Association of Corporate Counsel, Teri co-founded the Westchester-Fairfield Counsel Roundtable and has served as co-chair of the ACC Westchester-Fairfield Employment Law Committee.

Teri is a frequent speaker for both domestic and international programs including, Practicing Law Institute, Chief Litigation Officers Summit, Center for International Studies (Salzburg, Austria), NYU, Fordham Law School, ALI-ABA Wage and Hour Seminars, HR Conference Board, Association of Corporate Counsel. She is a member of the Advisory Board of the NYU Center for Labor and Employment Law.

Shlomit Yanisky-Ravid

ONO Academic College; Yale Law School - Information Society Project



Professor Shlomit Yanisky-Ravid, PhD is a professor of Intellectual Property (IP) Law, focusing on the challenges of advanced technology, artificial intelligence (AI), blockchain, cyberspace, privacy and competition laws as well as on comparative and international aspects of these legal regimes. Prof. Yanisky-Ravid is a full time Senior Law Faculty Member at the Ono Academic College, Law School, which is the largest law school in Israel, and the founder and director of the Shalom Comparative Research Institute, Eliyahu Law and Tech Center at Ono. Prof. Yanisky-Ravid is also a Visiting Professor at Fordham Law (from 2012), where she teaches the courses “IP and the

Challenges of Advanced Technology: AI and Blockchain” and previously: “Beyond IP: Theoretical, Comparative and International Perspectives”.

Professor Shlomit Yanisky-Ravid is the Head of the “IP - AI & Blockchain Research Project” at Fordham Law CLIP working with Prof. Joel Reidenberg. She is also a Law Professor Research Fellow at the Yale University Law School, ISP, since 2011, when she completed post-doctoral studies at Yale Law School, and where she conducted two seminars: “Law and Society In Israel: Contemporary Issues” and “Advanced Legal Studies for the VR Graduate Program”.

Professor Shlomit Yanisky-Ravid has published many articles and books and has won awards and scholarships for her works. Recently, she researched the challenges of advanced technology, focusing on AI and blockchain and its impact on the legal regime. One of her studies, titled “Generating Rembrandt: Artificial Intelligence, Copyright, and Accountability in the 3A Era—the Human-Like Workers are Already Here—A New Model”, was chosen as the 2017 Visionary Article in Intellectual Property Law and in addition won an award, by Michigan State University.

Pearl Zuchlewski, Esq.
Kraus & Zuchlewski LLP



Pearl Zuchlewski is a partner in Kraus & Zuchlewski LLP where she primarily represents individual employees. She is a former Chair of the New York State Bar Association Labor and Employment Law Section and presently serves on the Section's Executive Committee. She also is a Section representative to the NYSBA House of Delegates. In addition, Ms. Zuchlewski is a member of the American Bar Association Labor and Employment Law Section's Employee Rights and Responsibilities Committee, the National Employment Lawyers Association and the Association of the Bar in the City of New York.

She has served on the FINRA's Form U-4 advisory committee, the FINRA task force which drafted the FINRA Code of Arbitration provisions for statutory discrimination claims and is former Chair of the FINRA's National Arbitration and Mediation Committee. Ms. Zuchlewski most recently served as Chair of a FINRA employment task force which reviewed and consolidated the former NASD and NYSE Codes of Arbitration Procedure.

Ms. Zuchlewski has been recognized for several years as among the Best Lawyers in New York and in Superlawyers. She is a Fellow in the College of Labor and Employment Lawyers and is Chair of the College's Second Circuit credentials committee. She is a member of the advisory boards of the NYU Law School Center for Labor and Employment, the Hofstra Law School, CPR Employment Disputes Committee and the New York City Chapter of the Labor and Employment Relations Association.

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The Center for Labor and Employment Law was founded by Professor Samuel Estreicher in 1997 to establish a nonpartisan forum for debate and study of the policy and legal issues involving the employment relationship. The Center brings together leaders from unions, employees and companies, as well as representatives of plaintiff and defense perspectives, for discussions exploring new frameworks for labor-management relations, fair and efficient resolution of employment disputes and representation in the workplace. The Center fulfills its mission through academic, professional and public conferences and programs, continuing judicial and legal education, and publications, including its newsletter and published proceedings of the Annual NYU Conference on Labor. The proceedings of the 75th Annual NYU Conference will be published as a special edition of the *ABA Journal for Labor & Employment Law*.