

**NYU Labor &  
Employment  
Law**

Samuel Estreicher,  
Faculty Director

**70<sup>TH</sup> ANNUAL  
CONFERENCE ON LABOR**

# **SHARING THE GAINS OF THE US GLOBAL ECONOMY**

**JUNE 8-9, 2017**

Vanderbilt Hall, Greenberg Lounge

FEATURING

**R. ALEXANDER ACOSTA**

US Secretary of Labor

**PHILIP MISCIMARRA**

NLRB Chair

**VICTORIA LIPNIC**

EEOC Acting Chair



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**JONES  
DAY**

**Proskauer**»

**Schulte Roth & Zabel**

**STROOCK**

# Day 1 – Thursday, June 8

8:30-8:40 a.m.

## WELCOME



**Prof. Samuel Estreicher (NYU Law)**

**Session  
Moderator**



**Michael J. Gray (Jones Day)**

8:40-9:40 a.m.

## KEYNOTE ADDRESS



**Steven Greenhouse (former labor and workplace correspondent  
for the New York Times)**

**Introduction by Kristina Yost (Jones Day)**



9:40-11:00 a.m.

## THE CHALLENGE OF TRADE



Is “Hire American, Buy American” Legal?  
Renegotiating Labor Provisions of NAFTA and WTO  
Trade Adjustment Assistance/Wage Insurance Programs

**Prof. Alan Sykes (Stanford Law)**

**Prof. Lori Kletzer (Colby College)**

**Moderator: Frederick Braid (Holland & Knight)**



11:15 a.m.-  
12:30 p.m.

## THE CHALLENGE OF IMMIGRATION



Do Immigrants Take Jobs Americans Want to Do?  
Rethinking Work Visa Programs

**Prof. George Borjas (Harvard Kennedy School)**

**Daniel Costa (Economic Policy Institute)**

**Moderator: Shari M. Goldsmith (Cantor Fitzgerald)**



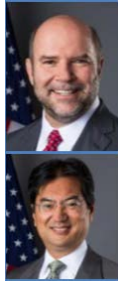
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Session  
Moderator



Mark Brossman (Schulte Roth & Zabel )

**12:30-1:45 p.m. LUNCHEON ADDRESS**



Hon. Philip Miscimarra, Chairman, National Labor Relations Board  
Introduction by Hon. Kent Hirozawa (former Member, NLRB)

**1:45-2:45 p.m. THE CHALLENGE OF AUTOMATION**



Automation and Jobs: The Evidence  
Policy Responses to Loss of Jobs and Wage Decline Due to Automation  
**Prof. Milan Markovic (Texas A&M Law)**  
**Prof. Cynthia Estlund (NYU Law)**  
**Moderator: Zachary D. Fasman (Proskauer Rose)**

**3:00-5:15 p.m. AN AGENDA FOR REFORM**



Infrastructure and Jobs  
Universal Basic Income, Wage Insurance  
Education/Training and Tax Policy for the New Economy  
Employee Ownership; Profit-Sharing  
**Dr. Josh Bivens (Economic Policy Institute)**  
**Dr. Amy Firestone (U.S. Department of Labor)**  
**Prof. Robert H. Frank (Cornell University)**  
**Prof. Richard Freeman (Harvard University)**  
**Dr. Michael Mandel (Progressive Policy Institute)**  
**Prof. Clint Wallace (NYU Law; South Carolina Law)**

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## Day 2 – Friday, June 9

**Session  
Moderator**



**David Sherwyn (Cornell Hotel School)**

**8:45-10:00 a.m.**

### **KEYNOTE ADDRESS**



**Hon. Victoria Lipnic, Acting Chair, U.S. Equal Employment  
Opportunity Commission**

**Introduction by Laurie Berke-Weiss (Berke-Weiss Law)**



**10:15 a.m.- 12:15  
p.m.**

### **EEO IN THE NEW ECONOMY**



**“Safe Harbor” Rules for the Chronic Unemployed**  
**Measuring the Benefits of Diversity/Inclusion**  
**Pay-Equity and Work Family Balance**

**Hon. Jenny Yang (EEOC)**

**Prof. Andrew Elmore (NYU Law)**

**Erika Ozer (Swiss Re)**

**Comments by Philip Berkowitz (Littler Mendelson)**

**Moderator: Shlomit Yanisky-Ravid (Ono Law School)**



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**12:15-2:00 p.m. LUNCHEON ADDRESS**



**Hon. Alexander Acosta, U.S. Secretary of Labor**

**2:00-3:30 p.m. PROFESSIONAL RESPONSIBILITY ISSUES**



Ethically Communicating with Putative Class and Collective Action Members

Ethics in Negotiations

**Mark Risk (Law Office of Mark Risk)**

**Troy Kessler (Shulman Kessler)**

**Moderator: Pearl Zuchlewski (Kraus & Zuchlewski)**



# 70<sup>TH</sup> ANNUAL CONFERENCE ON LABOR SHARING THE GAINS OF THE US GLOBAL ECONOMY

NYU | LAW

Samuel Estreicher,  
Faculty Director

NYU Labor &  
Employment  
Law

## CONFERENCE SPEAKERS



**Hon. R. Alex Acosta** (*U.S. Secretary of Labor*) President Donald J. Trump nominated R. Alexander Acosta to be the 27th United States Secretary of Labor. He was sworn in on April 28, 2017. Secretary Acosta is the son of Cuban refugees, a native of Miami, and first-generation college graduate. He earned his undergraduate and law degrees from Harvard University. Following law school, he worked as a law clerk for Justice Samuel A. Alito, Jr., at the U.S. Court of Appeals for the Third Circuit. He then worked at the law firm of Kirkland & Ellis and went on to teach at George Mason University's Antonin Scalia School of Law.

Secretary Acosta has served in three presidentially appointed, Senate-confirmed positions. In 2002, he was appointed to serve as a member of the National Labor Relations Board, where he participated in or authored more than 125 opinions. In 2003, he was appointed Assistant Attorney General for the Civil Rights Division of the U.S. Department of Justice, and from 2005 to 2009 he served as the U.S. Attorney for the Southern District of Florida. Most recently, Secretary Acosta served as the dean of the FIU College of Law. Secretary Acosta has twice been named one of the nation's 50 most influential Hispanics by Hispanic Business magazine. He was also named to the list of 100 most influential individuals in business ethics in 2008. In 2013, the South Florida Hispanic Chamber of Commerce presented him with the Chairman's Higher Education Award in recognition of his "outstanding achievements, leadership and determination throughout a lifetime of caring and giving back to the community." Secretary Acosta and his wife enjoy spending time together as a family, raising their two daughters.



**Laurie Berke-Weiss, Esq.** (*Berke Weiss Law PLLC*) Laurie Berke-Weiss focuses her practice on all aspects of employment law. Corporations, non-profits, local businesses, lawyers, physicians, executives, architects, and teachers number among her clients. Ms. Berke-Weiss has over 30 years' experience in state and federal litigation, arbitration and mediation. She litigates claims of sex harassment, discrimination and wrongful termination, Family Medical Leave Act and pregnancy issues, and non-competition agreements and other restrictive covenants in federal and state courts and before government agencies. Ms. Berke-Weiss also negotiates employment contracts and severance agreements, handles partnership issues, provides advice and counsel on workplace policies and procedures, and conducts workplace investigations.





**Phillip M. Berkowitz, Esq.** (*Littler Mendelson P.C.*) Philip M. Berkowitz is the U. S. practice co-chair of Littler's International Employment Law Practice Group and co-chair of the Financial Services Industry Group. He advises multinational and domestic companies in a wide range of industries on employment-related matters. He has significant experience advising multinational companies regarding U. S. and overseas employment and executive compensation practices. He represents employers in individual and class action lawsuits and arbitrations, and he appears in U. S. federal and state courts and before administrative agencies and international arbitration tribunals.

Philip handles all regulatory facets of employment law, including: Compliance with equal employment and other statutes governing the workplace, Employee benefits, Executive compensation, Employment agreements, Restrictive covenants, Trade secrets, and Non-compete agreements. His diverse selection of clients includes companies in financial services, oil and gas, pharmaceuticals and chemicals, publishing, and fundraising. A respected authority on international employment law issues, Philip conducts training worldwide on labor and employment matters. He is a frequent speaker before the American Bar Association, the International Bar Association, the Japan Society and other prominent international organizations. Philip is the founding chair of the Practising Law Institute's (PLI) Annual International Employment Law Conference. Philip previously worked as a partner and head of international employment law at a full-service international law firm.



**Josh Bivens** (*Economic Policy Institute*) is the Director of Research at the Economic Policy Institute (EPI). His areas of research include macroeconomics, fiscal and monetary policy, the economics of globalization, social insurance, and public investment. Bivens is the author of *Failure by Design: The Story behind America's Broken Economy* (EPI and Cornell University Press) and *Everybody Wins Except for Most of Us: What Economics Really Teaches About Globalization* (EPI). He is the co-author of *The State of Working America*, 12th Edition (EPI and Cornell University Press).

His academic articles have appeared in a number of professional journals and edited collections, and he has written popularly for outlets such as the Wall Street Journal, USA Today and the New York Times. As a leading policy analyst, Bivens regularly testifies before the U.S. Congress on fiscal and monetary policy, the economic impact of regulations, and other issues. He has also provided analyses for the annual meeting of Project LINK of the United Nations and the Trade Union Advisory Committee (TUAC) of the Organization of Economic Cooperation and Development (OECD). He has also served as an economic expert for a number of media outlets, including PBS's NewsHour.

Prior to becoming Director of Research, Bivens was a research economist at EPI. Before coming to EPI, he was an assistant professor of economics at Roosevelt University and provided consulting services to Oxfam America. He has a Ph.D. in economics from the New School for Social Research and a bachelor's degree from the University of Maryland at College Park.



**George Borjas** (*Robert W. Scrivner Professor of Economics and Social Policy, Harvard Kennedy School*) George J. Borjas is the Robert W. Scrivner Professor of Economics and Social Policy at the Harvard Kennedy School. He was awarded the IZA Prize in Labor Economics in 2011. Professor Borjas is a Research Associate at the National Bureau of Economic Research and a Research Fellow at IZA. Professor Borjas is the author of several books, including *Immigration Economics* (Harvard University Press, 2014), *Heaven's Door: Immigration Policy and the American Economy* (Princeton University Press, 1999), and the widely used textbook *Labor Economics* (McGraw-Hill, 2016), now in its seventh edition. His latest book is *We Wanted Workers: Unraveling the Immigration Narrative*, published by W. W. Norton in Fall 2016. He has also published over 150 articles in books and scholarly journals. His professional honors include citations in *Who's Who in the World* and *Who's Who in America*. Professor Borjas was elected a fellow of the Econometric Society in 1998 and a fellow of the Society of Labor Economists in 2004. In 2016, *Politico* listed Professor Borjas #17 in the list of the 50 "thinkers, doers and visionaries transforming American politics...For telling it like it really is on immigration." He received his Ph.D. in economics from Columbia University in 1975.



**Frederick D. Braid, Esq.** (*Holland & Knight LLP*) represents management in the practice of labor and employment law, and leads Holland & Knight's New York practice group. He has represented employers in the private sector for more than 40 years in all aspects of labor relations and employment law, including: counseling and litigation with respect to union organizing activity; collective bargaining and contract administration; grievance and interest arbitration; acquisitions, closures, relocations, restructuring and bankruptcy; occupational safety and health; employment discrimination and affirmative action compliance; whistleblowing; employment-related torts, including defamation, negligent hiring and retention; employment at will, employment agreements, restrictive covenants, trade secret confidentiality; employment benefits, wage and hour compliance; personnel practices and employment policies.

Mr. Braid represents employers in virtually every industry ranging in size from small closely held businesses to multinational corporations and multiemployer associations, both non-union employers and employers who have established collective bargaining relationships. He has dealt with every major labor union. Mr. Braid has published scholarly articles in journals for labor lawyers and is the original author on collective bargaining in the treatise, *NLRA Law & Practice*, and also a contributing author to the American Bar Association's treatise, *Occupational Safety and Health Law*. Mr. Braid speaks on occasion to business groups and at professional conferences.





**Mark E. Brossman, Esq.** (*Schulte Roth & Zabel LLP*) Mark E. Brossman is co-head of the Employment & Employee Benefits Group. His areas of concentration include all aspects of ERISA, employment discrimination, labor relations, and related litigation. Mark is well known for his expertise in education law and representation of educational institutions including independent schools, colleges, universities, professional training programs and education-related associations, and has advised educational institutions since graduating from law school. Mark is a frequent public speaker and author. His practice also includes serving as counsel to many large multi-employer and single-employer employee benefit plans; health care institutions, including nursing homes and home care employers; and a wide variety of other clients in industries ranging from banks and financial institutions to textile and furniture to magazine publishing and transportation. He has served as an instructor in the Columbia University Teacher's College and as a lecturer in the Cornell University ILR School's Labor Relations Studies Program.

Mark is listed in *The Best Lawyers in America* and *New York Super Lawyers* and was recognized by both *Human Resource Executive* and *Lawdragon* as one of the 100 most powerful employment attorneys in America and one of the top 10 in ERISA law. Mark received the Cornell University School of Industrial and Labor Relations' prestigious Judge William B. Groat Alumni Award (for achievement in the field of industrial relations), the Emerald Isle Immigration Center's Robert Briscoe Award, membership in the Academy of Employee Benefit Authors, and the Lawyers Alliance for New York's Cornerstone Award (for outstanding pro bono service to New York nonprofit organizations), in addition to being the first recipient of LANY's Pro Bono Leadership Award. He also is active in several not-for-profit organizations and serves on the Board of Directors of LiveOn NY, the Board of Directors of New York University School of Law's Center for Labor & Employment Law, the Advisory Council of Cornell University ILR School, the Board of Trustees of Bard College and the Board of Trustees of Montefiore Health System Inc. Mark earned his B.S. in Industrial and Labor Relations from Cornell University in 1975, his J.D. from New York University School of Law in 1978 and an LL.M. in Labor Law from the same institution in 1981.



**Daniel Costa** (*Director of Immigration Law and Policy Research, Economic Policy Institute*) Daniel Costa is the Director of Immigration Law and Policy Research at the Economic Policy Institute – a think tank in Washington DC that was founded in 1986 and focuses on analyzing the labor market and labor standards – and he is currently a Visiting Scholar at the University of California, Merced. Costa is an attorney, and his current areas of research include a wide range of labor migration issues, including the management of temporary foreign worker programs, both high- and less-skilled migration, immigrant workers' rights, and forced migration, including refugee and asylum issues and the global migration crisis. He has testified on immigration before the U.S. Congress, been quoted by a number of news outlets, appeared on radio and television news, and was named one of "20 Immigration Experts to Follow on Twitter" by ABC News. His commentaries have appeared in various publications, including *The New York Times*, *Roll Call*, *La Opinión*, and *The Sacramento Bee*. He holds degrees from Berkeley, Syracuse, and Georgetown.



**Andrew Elmore** (*NYU School of Law*) Andrew's primary research and teaching interests are in civil procedure, administrative law, labor and employment, and anti-discrimination, with a particular focus on reentry and immigration issues. His scholarship has been published in the *UCLA Law Review*, *DePaul Law Review*, and *Georgetown Immigration Law Journal*.

From 2011-15, he served as a Section Chief in the Labor Bureau of the New York Office of Attorney General (NYAG), and from 2008-2011 as a Section Chief and Assistant Attorney General in the NYAG Civil Rights Bureau, managing high-volume and complex labor and civil rights matters. He received a Lefkowitz award from the Attorney General for outstanding service related to a hiring discrimination initiative. He began his legal career as a Skadden Fellow and Staff Attorney with The Legal Aid Society in New York City, where he co-founded the Employment Law Unit.

Andrew clerked for Judge Nicholas Garaufis of the U.S. District Court for the Eastern District of New York. Andrew received his Juris Doctor in 2002 from UCLA Law School, where he graduated Order of the Coif, was an Editor of the *UCLA Law Review*, and a recipient of the Benjamin Aaron Award for the best paper written by a third-year student. At UCLA he also founded the Workers Justice Project, a student-run employment legal services organization, and completed the Program in Public Interest Law and Policy. He received his BA with Distinction, from Swarthmore College in 1995.



**Cynthia Estlund** (*New York University School of Law*) Cynthia Estlund is a leading scholar of labor and employment law and workplace governance. Her new book, *A New Deal for China's Workers?* (forthcoming, 2016), takes a comparative look at labor unrest and reform in China. In her previous book, *Regoverning the Workplace: From Self-Regulation to Co-Regulation* (2010), she chronicled the current crisis of workplace governance in the US and charted a potential path forward. Her first book, *Working Together: How Workplace Bonds Strengthen a Diverse Democracy* (2003), argued that the workplace is a site of both comparatively successful integration and intense cooperation, and explored the implications for democratic theory and for the law of work. Other writings focus on freedom of speech and procedural fairness at work; diversity, integration, and affirmative action; critical perspectives on labor law; and transnational labor rights and regulation. Before joining NYU School of Law in 2006, Estlund taught at the University of Texas and Columbia Law School. Estlund graduated summa cum laude from Lawrence University in 1978. She earned her JD at Yale Law School in 1983.



**Samuel Estreicher** (*New York University School of Law*) Samuel Estreicher is a nationally preeminent scholar in US and international-comparative labor and employment law and arbitration law. He has authored more than a dozen books, including *Beyond Elite Law: Access to Civil Justice in America* (with Joy Radice, Cambridge Univ. 2016); leading casebooks on labor law and employment discrimination and employment law; and published more than 150 articles in professional and academic journals. After clerking for Judge Harold Leventhal of the US Court of Appeals for the DC Circuit, practicing in a labor law firm, and clerking for Justice Lewis F. Powell Jr. of the US Supreme Court, Estreicher joined the NYU School of Law faculty in 1978. In addition to serving as counsel to major law firms, 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 of the City of New York, and chief reporter of the Restatement of Employment Law (2015). He maintains an active appellate and ADR practice. The Labor and Employment Research Association awarded him its 2010 Susan C. Eaton Award for Outstanding Scholar-Practitioner. In recent years, Estreicher also has published work in public international law and authored several briefs in the Supreme Court and US courts of appeals on employment and foreign relations law issues. Estreicher received his BA from Columbia College, his MS in industrial relations from Cornell University, and his JD from Columbia Law School, where he was editor-in-chief of the *Columbia Law Review*. He is a member of the College of Labor and Employment Lawyers.



**Zachary Fasman, Esq.** (*Proskauer Rose LLP*) Zachary D. Fasman is a partner in the Labor & Employment Law Department. Zach focuses his practice on representing employers in all aspects of labor and employment law, including labor-management relations, employment litigation and counseling.

Zach has litigated hundreds of employment law cases ranging from nationwide class actions to jury trials of individual discrimination claims. He has argued numerous cases in both state and federal appellate courts, including two successful arguments before the United States Supreme Court, *Golden State Transit Corp. v City of Los Angeles*, 475 U.S. 608 (1986), *Golden State Transit Corp. v City of Los Angeles*, 493 U.S. 103 (1989). He also has written numerous amicus curiae briefs to the Supreme Court on various labor and employment law issues.

Zach's labor-management relations practice encompasses advising employers about their obligations under the National Labor Relations Act, representing employers in collective bargaining, labor arbitrations and related employment litigation, and all forms of counseling regarding union and employee relations. He has negotiated collective bargaining agreements with almost every major U.S. labor union and has extensive experience appearing before the National Labor Relations Board, where he handled the second-longest hearing in agency history, an 82 day unfair labor practice trial in *CNN America*, 361 NLRB No. 47 (2014), appeal pending. He has handled a number of complex labor cases on issues including federal preemption, successorship, civil RICO and labor-antitrust law.

In addition, Zach provides day-to-day counseling and advice to employers on a wide range of matters, including labor and employment law issues in mergers and acquisitions as well as internal audits to ensure federal, state and local EEO compliance. He has testified on many occasions before the U.S. Congress and the EEOC and worked extensively with Congress and the White House, on behalf of the U.S. Chamber of Commerce and the National Association of Manufacturers, on the Americans with Disabilities Act and the Civil Rights Act of 1991. He wrote the first book addressing the ADA, *What Business Must Know About the Americans With Disabilities Act* (1992).

A noted author and sought-after speaker on labor and employment issues, Zach co-chairs the Practising Law Institute's Annual Employment Law Institute and has written numerous articles in the New York Law Journal and a wide-variety of other publications. He has repeatedly earned a "Band One" ranking in *Chambers USA* and *Chambers Global* and is a long-time Fellow of the College of Labor and Employment Lawyers. He teaches employment law to members of the federal judiciary through the Federal Judicial Center, and has been a guest lecturer at various law schools on topics ranging from appellate advocacy to employment discrimination to legal ethics.



**Amy Firestone, Ph.D. (U.S. Department of Labor)** Dr. Firestone is a Program Analyst in the Office of Apprenticeship at the U.S. Department of Labor (USDOL) where she collaborates with public and private partners on expanding youth apprenticeship and postsecondary educational opportunities through apprenticeship. She advises different international, state, and local government officials, educational institutions, and industry stakeholders on aligning education and employment opportunities for youth and adults. Dr. Firestone also manages the USDOL and U.S. Department of Education's Registered Apprenticeship College Consortium (RACC), a national network of over 300 colleges that allow apprentice graduates to accelerate completion of their postsecondary degrees at member colleges.

Dr. Firestone joined USDOL in 2012 as a Presidential Management Fellow where she was a Fellow in the Occupational Safety and Health Administration and the Office of Child Labor, Forced Labor, and Human Trafficking. She obtained her doctoral degree in Spanish Sociolinguistics from the University of Illinois at Urbana-Champaign and has published several academic articles on Latin American youth and education. Dr. Firestone's first book, "We Combine Quechua": Urban Youth's Language and Identity in Peru, will be published in Peru in September 2017. Dr. Firestone is bilingual in Spanish, and has also studied Arabic, Aymara, Chinese, French, German, Hebrew, Portuguese, Quechua, and Russian.





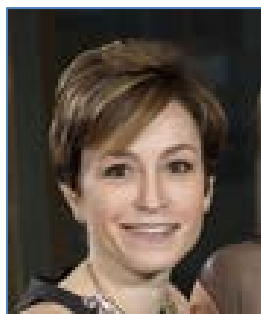
**Robert H. Frank** (*Henrietta Johnson Louis Professor of Management and Professor of Economics, Johnson Graduate School of Management, Cornell University*) Robert H. Frank is a Distinguished Senior Fellow at Demos. For more than a decade, his “Economic View” column has appeared monthly in *The New York Times*. He received his B.S. in mathematics from Georgia Tech, then taught math and science for two years as a Peace Corps Volunteer in rural Nepal. He holds an M.A. in statistics and a Ph.D. in economics, both from the University of California at Berkeley. His papers have appeared in the *American Economic Review*, *Econometrica*, *Journal of Political Economy*, and other leading professional journals.

His books, which include *Choosing the Right Pond*, *Passions Within Reason*, *Microeconomics and Behavior*, *Principles of Economics* (with Ben Bernanke), *Luxury Fever*, *What Price the Moral High Ground?*, *Falling Behind*, *The Economic Naturalist*, *The Darwin Economy*, and *Success and Luck*, have been translated into 23 languages. *The Winner-Take-All Society*, co-authored with Philip Cook, received a Critic’s Choice Award, was named a Notable Book of the Year by *The New York Times*, and was included in *Business Week*’s list of the ten best books of 1995. He is a co-recipient of the 2004 Leontief Prize for Advancing the Frontiers of Economic Thought. He was awarded the Johnson School’s Stephen Russell Distinguished teaching award in 2004, 2010, and 2012, and its Apple Distinguished Teaching Award in 2005.



**Richard B. Freeman** (*Herbert Ascherman Chair in Economics, Harvard University; Faculty co-Director of the Labor and Worklife Program, Harvard Law School; Research Associate, National Bureau of Economic Research*) Richard B. Freeman is Ascherman Professor of Economics at Harvard University, and Faculty co-Director of the Labor and Worklife Program at the Harvard Law School. He directs the Science and Engineering Workforce Project at the National Bureau of Economic Research. He is co-director of the Harvard Design School Center for Green Buildings and Green Cities. His research interests

include the job market for scientists and engineers and the transformation of scientific ideas into innovations; Chinese labor markets; income distribution and equity in the marketplace; forms of labor market representation, and shared capitalism. His books include *The Citizen’s Share* (with Joseph Blasi and Douglas Kruse); *America Works: thoughts on an exceptional US Labor Market*; *What Do Unions Do?* (with James Medoff); *Can Labor Standards Improve Under Globalization* (with Kimberly Ann Elliott); and *What Workers Want* (with Joel Rogers).



**Shari M. Goldsmith, Esq.** (*Cantor Fitzgerald / BGC Partners / Newmark Grubb Knight Frank*) Shari M. Goldsmith is currently Vice President, Assistant General Counsel at Cantor Fitzgerald, where she is the senior lawyer leading a team dedicated to advising Cantor’s commercial real estate advisory business (Newmark Grubb Knight Frank) regarding all labor, employment and human resource-related issues. Shari’s practice at Cantor also focuses on contract drafting and negotiation (executive and independent contractor agreements), including restrictive covenants, and counseling management and

human resource professionals regarding contract interpretation and compliance. As well, Shari provides strategic guidance to management on acquisitions and related integration issues, along with company-wide human resource initiatives and programs.

Prior to joining Cantor in July 2016, Shari was in-house Labor and Employment Counsel for Hearst Corporation, where she advised and represented global media clients, including television stations, magazines, newspapers, business to business publications and digital startups, in the full range of labor, employment and human resource-related matters, as well as in labor and employment litigation.

Before becoming in-house counsel, Shari was an associate in Jones Day's labor and employment group. She graduated *cum laude* from the University of Pennsylvania and obtained her law degree, *with honors*, from Emory University School of Law, where she was on the Emory Law Journal. Shari also earned an LL.M. in Labor and Employment law from New York University School of Law.



**Michael J. Gray, Esq. (Jones Day)** Michael Gray's practice focuses on representing corporate clients with complex employment matters, including class action and multi-plaintiff employment discrimination lawsuits, state law overtime class actions, FLSA collective actions, and trade secret and restrictive covenant matters. He represents employers throughout the U.S. in bench and jury trials, administrative hearings, arbitrations, and appellate courts in matters arising under federal and state antidiscrimination laws, the Fair Labor Standards Act, the FMLA, ERISA, labor management relations 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 co-chairs the Firm's Global Labor & Employment Practice. He 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."

Michael was named one of the "Nation's Most Powerful Employment Attorneys" by *HR Executive* magazine and *Lawdragon* for the last seven 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 NYU Law's Center for Labor and Employment Law. Michael also is a member of the Board of Directors of the Illinois Holocaust Museum and Education Center.





**Steven Greenhouse** (*Former Labor and Workplace Correspondent, New York Times*) Steven Greenhouse was a reporter for the New York Times for 31 years, spending his last 19 years there as the Times' labor and workplace reporter, before retiring from the paper in December 2014. A graduate of the N.Y.U. School of Law (1982), he is writing a book on the state of the nation's workers and labor unions and on what shape worker advocacy will take in the future as unions grow weaker.

He joined The Times in September 1983 as a business reporter, covering steel and other basic industries. He then spent two-and-a-half years as the newspaper's Midwestern business correspondent based in Chicago. In 1987, he moved to Paris, where he served as The Times' European economics correspondent, covering everything from Western Europe's economy to the collapse of Communism in Eastern Europe. After five years in Paris, he became a correspondent in Washington for four years, covering economics and the Federal Reserve and then the State Department and foreign affairs.

As labor and workplace reporter, he covered myriad topics, including poverty among the nation's farm workers, the Fight for 15, off-the-clock work and locked-in workers at Walmart, the New York City transit strike, factory disasters in Bangladesh and the push to roll back public employees' bargaining rights. A native of Massapequa, N.Y., Greenhouse is a graduate of Wesleyan University (1973), the Columbia University Graduate School of Journalism (1975). His first book, "The Big Squeeze: Tough Times for the American Worker," was published in April 2008 by Alfred A. Knopf. It won the 2009 Sidney Hillman Book Prize for nonfiction for a book that advances social justice. He continues to freelance for, among others, the New York Times, the Washington Post, the Los Angeles Times and the Guardian.



**Hon. Kent Y. Hirozawa** (*NYU School of Law; Former Member, National Labor Relations Board*) Kent Hirozawa is a visiting scholar at NYU School of Law. He was nominated by President Obama and confirmed by the Senate in 2013 for a term as a member of the National Labor Relations Board that expired in 2016. From 2010 to 2013 he served as chief counsel to former NLRB Chairman Mark Gaston Pearce, and he previously represented workers, unions and employee benefit funds for more than twenty years as a member of the New York City law firm of Gladstein, Reif & Meginniss LLP. He received his B.A. from Yale University and his J.D. from New York University School of Law.



**Troy L. Kessler, Esq.** (*Shulman Kessler LLP*) Troy L. Kessler is a partner at Shulman Kessler LLP. He has extensive experience in representing employees who have been the victims of discrimination, harassment, wrongful termination, retaliation, overtime and minimum wage violations.

Mr. Kessler is licensed to practice law in the State of New York. He is also admitted in the United States District Courts for the Southern and Eastern Districts of New York. He received his law degree from Loyola

University School of Law Chicago. Mr. Kessler received his bachelor's degree in Political Science and History from the University of Wisconsin.

Mr. Kessler is a member of the National Employment Lawyers Association, National Employment Lawyers Association/New York, the American Bar Association - Labor & Employment Section, Federal Bar Council, the Federal Bar Association - EDNY Chapter, and the Suffolk County Bar Association. He has been named to the NY SuperLawyers as one of the top attorneys in New York State for 2012 through 2015.

Mr. Kessler has been a frequent speaker at CLE events sponsored by the American Bar Association, the National Employment Lawyers Association and the Suffolk County Bar Association, on topics covering wage-and-hour litigation, the exemptions to the Fair Labor Standards Act, amendments to the Federal Rules of Civil Procedure, and drafting and negotiating proper settlement agreements. For the past two years, Mr. Kessler has been a contributing author for the American Bar Association's FLSA Midwinter Report, which serves as the annual supplement to the Ellen C. Kearns et al. eds., Fair Labor Standards Act (2d. ed. 2010). Presently, Mr. Kessler serves as the co-chair of the Suffolk County Bar Association's Labor & Employment Committee. Mr. Kessler also is a mentor with the Nassau County Bar Association. 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.



**Lori G. Kletzer** (*Provost and Dean of Faculty; Professor of Economics, Colby College*)



**Hon. Victoria A. Lipnic** (*Acting Chair, U.S. Equal Employment Opportunity Commission*) Victoria A. Lipnic was named Acting Chair of the U.S. Equal Employment Opportunity Commission by President Donald J. Trump on January 25, 2017. She began her service as a Commissioner of the EEOC in April 2010, having been confirmed by the Senate for an initial term ending on July 1, 2015. In November 2015, she was confirmed by the Senate for a second term ending on July 1, 2020.

Acting Chair Lipnic has brought to the EEOC a breadth of experience working with federal labor and employment laws. From 2002 to 2009, she served as the U.S. Assistant Secretary of Labor for Employment Standards, where she oversaw the Wage and Hour Division, the

Office of Federal Contract Compliance Programs, the Office of Workers' Compensation Programs, and the Office of Labor Management Standards. She has also worked on Capitol Hill as Workforce Policy Counsel to the Committee on Education and the Workforce in the U.S. House of Representatives. Before her work for Congress, she acted as in-house counsel for labor and employment matters to the U.S. Postal Service for six years. She also served as a special assistant for business liaison on the staff of then U.S. Secretary of Commerce, Malcolm Baldrige. Immediately prior to her service at the Commission, she was of counsel to the law firm of Seyfarth Shaw LLP in its Washington, D.C., office.

Since joining the Commission, Acting Chair Lipnic has played a key role in a wide variety of Commission activities and policies. Immediately upon her arrival, she was integral in the Commission's development of regulations under the bipartisan ADA Amendments Act of 2008. Throughout her tenure, she has worked to promote the Commission giving public hearing, and often guidance, to important workplace issues such as the use of leave as a reasonable accommodation under the ADA, employer-provided wellness programs, harassment prevention, and the use of social media in the workplace and big data in employment. In 2014, she helped lead the agency's celebration of the 50th anniversary of the Civil Rights Act of 1964, including organizing an event in Chicago, Illinois, to recognize the pioneering role of female flight attendants in the early enforcement of Title VII's prohibition of sex discrimination. From 2015 to 2016, she co-chaired the EEOC's Select Task Force on the Study of Harassment in the Workplace, culminating in the co-chairs issuing their final report at a Commission meeting in June 2016. She has also taken great interest in issues relating to equal pay, the good governance of the Commission, increased transparency and public participation in policymaking, and the proper role of the EEOC as a regulatory enforcement agency.

She received her B.A. in Political Science and History from Allegheny College and her J.D. from George Mason University School of Law. She grew up as "the mayor's daughter" - her father was the mayor of her hometown of Carrolltown, Pennsylvania, for 25 years. She says he taught her from an early age the importance of civic participation and of effective and accountable government.



**Michael Mandel** (*Progressive Policy Institute*) Michael Mandel is chief economic strategist at the Progressive Policy Institute (PPI) in Washington, where he supervises PPI's global research and policy work. His main focus is the use of policy to stimulate innovation and economic growth, in both developed and developing countries. Key research interests include the impact of innovation and technology on job creation; new ways of tracking the data-driven economy; the link between privacy regulation and innovation; and the development of new methodologies for tracking emerging occupations such as app

developer.

As part of PPI's engagement with global economic issues, Dr. Mandel regularly gives policy-oriented talks on growth and innovation in countries such as Germany, Italy, Indonesia, Vietnam, Mexico, Argentina, and Australia. His research has been cited by the *Wall Street Journal*, the *New York Times*, *Bloomberg*, the *Financial Times*, and the *Atlantic*. His most recent *Wall Street Journal* op-ed was entitled "Robots Will Save the Economy."

Before joining PPI, Dr. Mandel was Chief Economist at *BusinessWeek*, where he was recognized as one of the top 100 business journalists of the 20th century for his writings on innovation and growth. He received multiple awards for his work, including the Gerald Loeb Award, the top honor for business and financial journalism.

Dr. Mandel is currently Senior Fellow at the Mack Institute for Innovation Management at the Wharton School at the University of Pennsylvania. Dr. Mandel started two businesses: South Mountain Economics LLC, a consulting firm focusing on emerging occupations and emerging industries; and Visible Economy LLC, which produced news and education videos for the college market. Dr. Mandel is the author of four books, including *The High Risk Society* and *Rational Exuberance: Silencing the Enemies of Growth and Why the Future Is Better Than You Think*. His essentials level economics textbook from McGraw-Hill, *Economics: The Basics*, is in its third edition. Dr. Mandel received a PhD in economics from Harvard University, and taught at New York University's Stern School of Business.



**Milan Markovic** (*Texas A&M University School of Law*) Professor Markovic joined the faculty in 2012 from Temple University's Beasley School of Law, where he was an Abraham L. Freedman Fellow. At A&M, Professor Markovic teaches professional responsibility, business associations, and international business transactions. He previously practiced law in New York City with Sidley Austin LLP and Baker Hostetler LLP and clerked for the Appeals Chamber of the International Criminal Court in the Hague, Netherlands.

Professor Markovic writes primarily in the field of legal ethics, with a special focus on the duties of lawyers and judges in transnational contexts. His scholarship has appeared in such publications as the *Fordham Law Review*, *Utah Law Review*, and *Georgetown Journal of Legal Ethics* and has been cited in submissions to the International Criminal Court, Extraordinary Chambers in the Courts of Cambodia, and prepared testimony before the United States House Judiciary Subcommittee on the Constitution, Civil Rights, and Civil Liberties. Professor Markovic is currently the principal investigator of the Texas Lawyers Study which examines the incomes and career satisfaction of members of the State Bar of Texas.



**Hon. Philip A. Miscimarra** (*Chairman, National Labor Relations Board*) Philip A. Miscimarra was named Chairman of the National Labor Relations Board by President Donald J. Trump on April 24, 2017. Mr. Miscimarra was previously named Acting Chairman of the National Labor Relations Board by President Trump on January 26, 2017. He was first sworn in as a Member of the National Labor Relations Board on August 7, 2013 for a term that expires on December 16, 2017. Mr. Miscimarra was nominated by President Obama on April 9, 2013 and was approved unanimously by the Senate Committee on Health,

Education, Labor and Pensions on May 22, 2013. He was confirmed by the Senate on July 30, 2013.

Mr. Miscimarra previously was a labor and employment law partner with Morgan Lewis & Bockius LLP in Chicago, and he was a Senior Fellow in the Center for Human Resources at



the University of Pennsylvania's Wharton Business School. He is the author or co-author of several books involving labor law issues, including *The NLRB and Managerial Discretion: Subcontracting, Relocations, Closings, Sales, Layoffs, and Technological Change* (2d ed. 2010) (by Miscimarra, Turner, Friedman, Callahan, Conrad, Lignowski and Scroggins); *The NLRB and Secondary Boycotts* (3d ed. 2002) (by Miscimarra, Berkowitz, Wiener and Ditelberg); and *Government Protection of Employees Involved in Mergers and Acquisitions* (1989 and 1997 supp.) (by Northrup and Miscimarra); among other publications. Before joining Morgan Lewis in 2005, Mr. Miscimarra was a labor and employment attorney with Seyfarth Shaw LLP in Chicago (1987-2005); Murphy Smith & Polk PC in Chicago (now the Chicago office of Ogletree, Deakins, Nash, Smoak & Stewart, PC) (1986-87); and Reed Smith Shaw & McClay (now Reed Smith LLP) (1982-1986).

Mr. Miscimarra received his Juris Doctor from the University of Pennsylvania Law School; a Master's in Business Administration from the University of Pennsylvania's Wharton Business School; and a Bachelor of Arts degree, *summa cum laude*, from Duquesne University.



**Erika Ozer, Esq.** (*Swiss Re Life Capital*) Erika is currently the global Head of Human Resources for one of Swiss Re's three business units- Life Capital. Life Capital was created in January 2016 and is dedicated to developing Swiss Re's primary Life and Health business. In her role, Erika is responsible for defining and implementing the business unit's people strategy. She also consults, counsels and coaches leaders in matters related to their employees and facilitates key processes globally such as compensation planning, performance management, talent development and succession planning. Erika also serves on the

Board of Directors for IptiQ Americas Inc. – one of Life Capital's subsidiaries. Prior to taking the Life Capital role in July 2016, Erika was the Head of Human Resources for the US. In that role, she lead a team of HR Partners and Advisors who supported all of the US business functions with recruiting, talent management, employee relations issues, performance management, and organizational changes. Prior to moving to Human Resources in early 2015, Erika was Swiss Re's employment attorney in the Americas region for 11 years. She counseled HR professionals and managers on various employment related matters, provided training, assisted with mergers & acquisitions, and supervised employment litigations. Earlier in her career, Erika was an associate in the labor and employment groups at Kirkpatrick & Lockhart LLP (now KL Gates), Littler Mendelson, P.C., Marshall & McEvoy and Testa, Hurwitz & Thibault LLP where she litigated employment disputes and counseled clients on employment matters. She received her J.D. from New York University School of Law and received a Bachelor of Science in Industrial and Labor Relations from Cornell University.



**Mark Risk** (*Mark Risk, P.C.* ) Mark Risk litigates discrimination, restrictive covenant, wage/hour, contract and benefits disputes in New York federal and state courts, principally representing individuals. 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 at in-house programs at law firms, government agencies, and public interest organizations. Mark is a graduate of Swarthmore College, the University of Chicago, and NYU School of Law ('84).



**David Sherwyn** (*Cornell University School of Hotel Administration*) David Sherwyn is the John and Melissa Cerialle Professor of Hospitality Human Resources and a professor of law at Cornell University's School of Hotel Administration. He is also academic director of the Cornell Institute for Hospitality Labor and Employment Relations and a research fellow at the Center for Labor and Employment Law at New York University'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, 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, each spring, he teaches HADM 4850: Employment Discrimination Law and Union-Management Relations and HA 4810: Labor Relations in the Hospitality Industry. Since joining the faculty in 1997, Sherwyn has won 17 teaching awards, including the Stephen H. Weiss Presidential Fellowship. In 2002, Sherwyn conceived of, organized, and hosted the Center for Hospitality Research's (CHR) first Hospitality Industry Roundtable. 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, Dave 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.





**Alan O. Sykes** (*Professor of Law, Stanford Law School*) A leading expert on the application of economics to legal problems whose scholarship is focused on international economic relations, Alan O. Sykes is widely recognized as a creator of the relatively new academic discipline of international economic law – a convergence of a host of international legal issues and economics. His writing and teaching have encompassed international trade, torts, contracts, insurance, antitrust, international investment law and economic analysis of law. In 2010, he founded Stanford Law School's LLM program in International Economic Law, Business and Policy (IELBP). Professor Sykes has been a member of the executive committee and the board of the American Law and Economics Association, and served as reporter for the American Law Institute Project on Principles of Trade Law: The World Trade Organization. He is associate editor of the *Journal of International Economic Law*, a member of the board of editors of the *World Trade Review*, and a member of the editorial board of the *American Journal of International Law*. He formerly served as an editor of the *Journal of Legal Studies* and the *Journal of Law and Economics*. He is a former National Science Foundation graduate fellow in the Department of Economics at Yale University. Before joining the Stanford Law School faculty again in 2015 (he was on the faculty from 2005 – 2012), Professor Sykes was the Robert A. Kindler Professor of Law at NYU Law School and, prior to 2005, he was the Frank and Bernice J. Greenberg Professor of Law at the University of Chicago Law School, where he also served as faculty director of curriculum.



**Clint Wallace** (*NYU School of Law; University of South Carolina School of Law*) Clint Wallace's research focuses on tax policy, tax rulemaking, and tax legislation. He has written on various tax policy topics, including design of tax credits and other tax provisions aimed at achieving social goals.

Before joining the NYU School of Law faculty, Wallace was an associate at the law firm Caplin & Drysdale. In practice, he provided advice on various aspects of federal income taxation to individuals, businesses and exempt organizations, with a particular focus on U.S. international tax issues. He previously served as speechwriter to U.S. Senator Carl Levin and to the former governor of the State of Michigan, and worked on various federal and state political campaigns. Wallace received a LLM in taxation and a JD from NYU School of Law, and an AB from Princeton University's Woodrow Wilson School of Public and International Affairs. As a student, he received the School of Law's David F. Bradford Prize for best paper in the field of taxation for his paper *The Case for Tradable Tax Credits*.



**Hon. Jenny R. Yang** (*Member, U.S. Equal Employment Opportunity Commission*) Jenny Yang is a Commissioner of the U.S. Equal Employment Opportunity Commission. She served as Chair of the Commission from September 1, 2014 to January 22, 2017. Prior to that, Ms. Yang served as Vice Chair of the EEOC beginning on April 28, 2014. She began her term as a Commissioner on May 13, 2013 and was unanimously confirmed by the Senate to serve a term ending July 1, 2017.

Throughout her career in the government, private, and nonprofit sectors, Ms. Yang has worked to ensure fairness and equal opportunity in the workplace. Under her leadership as Chair, the Commission promoted transparency by providing the public with an opportunity to submit feedback on proposed guidance documents. Through this initiative, the Commission updated its guidance on retaliation, the most frequent workplace complaint, as well as its guidance on national origin discrimination, addressing issues ranging from human trafficking to workplace harassment. Ms. Yang also led EEOC's efforts to advance pay equality by enhancing the agency's data collection to include summary employer pay data by sex, race, and ethnicity.

To enhance the agency's service to the public and its operational efficiency, under Ms. Yang's leadership as Chair, the agency launched digital systems to facilitate the online exchange of charge information. Ms. Yang also oversaw the adoption of an updated Strategic Enforcement Plan, which will guide the agency's work through 2021. In addition, Ms. Yang worked to strengthen the agency's capacity to tackle systemic barriers to opportunity, including conducting a comprehensive review that culminated in a report on the agency's systemic program.

Prior to joining the EEOC, Ms. Yang was a partner at a law firm where she represented employees across the country in complex civil rights actions. Ms. Yang has also served as a Senior Trial Attorney with the U.S. Department of Justice, Civil Rights Division, Employment Litigation section, and at the National Employment Law Project working to enforce the workplace rights of garment workers. Ms. Yang received her B.A. in Government from Cornell University. She received her J.D. from New York University School of Law.



**Shlomit Yanisky-Ravid** (*Ono Law School*) Prof. Shlomit Yanisky-Ravid is a Labor & Employment Law as well as Intellectual Property (IP) Senior Professor of Law at ONO Academic Law School, Israel, a Yale Law School, ISP Fellow (2011-2015) and a Visiting Professor at Fordham Law School. Prof. Yanisky-Ravid teaches Labor Law, Employment Law, Antidiscrimination Law and IP law. She is the founder and the head of the Shalom Comparative Research Center, OAC, which is active in Israel, Switzerland and the U.S. She has lectured and presented her research in many academic and international institutes, including: Yale Law School, Harvard Law School, Berkman Center, Columbia University, Fordham Law School and the University of Lausanne. She is also cooperates actively with the International Labor Organization (ILO) and World Intellectual Property Organization (WIPO), both in Geneva, Switzerland.

Her research focuses on economic and philosophical justifications of employees' rights, fostering innovation within the workplace, the rights of employed-inventors, freedom of association and collective bargaining versus antitrust laws and privacy within the virtual workplace. She has published extensively in the U.S. and in Israel. Her book 'Intellectual Property at the Workplace: Theoretical and Comparative Perspectives' was published a few months ago and her latest article "To Read Or Not To Read: Privacy Within Social Networks, The Entitlement Of Employees To A Virtual Private Zone And The Balloon Theory" has been judged one of the best law review articles related to entertainment, publishing and/or the arts published within the last year by Thomson Reuters (West).



**Kristina A. Yost, Esq. (Jones Day)** Kristina Yost represents employers in all areas of labor and employment law. She has extensive experience defending companies in wage and hour class actions, including hybrid Fair Labor Standards Act and Rule 23 state law class claims. She also has defended companies in single and multiplaintiff Title VII, Americans with Disabilities Act, Fair Housing Act, and other discrimination matters, including in Equal Employment Opportunity Commission and other agency investigations. She has experience defending companies in proceedings before the National Labor Relations Board and in grievance

arbitrations.

Kristina counsels clients on a variety of federal and state employment laws, including the Worker Adjustment and Retraining Notification Act, the National Labor Relations Act, the Family and Medical Leave Act, Title VII, the Age Discrimination in Employment Act, the ADA, the Older Workers Benefit Protection Act, and the FLSA. In particular, she has substantial experience advising clients in labor and employment law issues in connection with upcoming reductions in force.

Kristina is coauthor with Samuel Estreicher of "Measuring the Value of Employment Class and Collective Action Settlements: A Preliminary Assessment," 6 *J. Empirical Legal Stud.* 768 (December 2009). She maintains an active pro bono practice counseling nonprofit companies in all areas of labor and employment law. She was named a New York Metro Super Lawyers Rising Star for 2013-2016.



**Pearl Zuchlewski, Esq. (Kraus & Zuchlewski LLP)** Firm co-founder Pearl Zuchlewski has practiced law in New York City for more than 25 years. Earlier, she was a partner at Goodman & Zuchlewski LLP, and had practiced at Simpson, Thatcher & Bartlett. She also served as a staff attorney for the National Labor Relations Board. Ms. Zuchlewski currently is Chair of FINRA's Employment Arbitration Task Force, and she is a member of FINRA's National Arbitration and Mediation Committee (NAMC). She previously served as Chair of the NAMC. From 2004-2005, Ms. Zuchlewski was Chair of the

New York State Bar Association's Labor and Employment Section, and she continues to serve on the Section's Executive Committee.

Ms. Zuchlewski also is an active member of the ABA Labor and Employment Law Section's Individual Employee Rights and Responsibilities Committee, and the National Employment

Lawyers Association and the Public Investors Bar Association. Ms. Zuchlewski's other professional activities include membership in the College of Labor and Employment Lawyers and adjunct professor at St. John's University School of Law. She serves on advisory boards of the Center for Labor and Employment Law at NYU School of Law, the International Institute for Conflict Prevention and Resolution and New York City's Labor and Employment Relations Association. Ms. Zuchlewski, has been selected by her peers as one of the "New York Area's Best Lawyers," featured in New York Magazine, and in "New York SuperLawyers-Metro Edition." She graduated from Fordham University Law School and the University of Pittsburgh.

**NYU Center for Labor and Employment Law**  
Samuel Estreicher, Dwight D. Opperman Professor of Law  
Director

The Center for Labor and Employment Law was created 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 has three major objectives, which it seeks to achieve through programs and publications:

1. To promote workplace efficiency and productivity, while at the same time recognizing the need for justice and safety in the workplace and respecting the dignity of work and employees
2. To promote independent, nonpartisan research that will improve understanding of employment issues generally, with particular emphasis on the connections between human resources decisions and organizational performance
3. To provide a forum for bringing together leaders from unions, employees and companies, as well as representatives of plaintiff and defense perspectives, for informal discussions exploring new frameworks for labor-management relations, workplace justice, 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 volumes of proceedings of its Annual Conference on Labor and its newsletter, *NYU Labor and Employment Law*).