



Adam P. Mastroleo

Member

amastroleo@bsk.com
One Lincoln Center
110 West Fayette St
Syracuse, NY 13202-1355
(315) 218-8139
(315) 218-8000 fax

Profile

Adam is a litigation attorney in the firm's labor and employment practice with extensive experience representing individuals, corporations, insurance companies and professionals in a variety of litigation matters.

Adam has an intimate knowledge of all aspects of federal and state court litigation and has guided clients through every stage of the litigation process. Adam also has significant trial experience and has obtained favorable jury verdicts for his clients in both federal and state courts. In 2018, Adam obtained an \$825,000 jury verdict for his client in Oneida County Supreme Court.

Adam currently focuses his practice on representing employers in litigation matters involving discrimination, harassment, and retaliation under Title VII of the Civil Rights Act of 1964, the Family and Medical Leave Act ("FMLA"), the New York Human Rights Law ("NYHRL") and the Age Discrimination in Employment Act ("ADEA"). In addition to representing his employer clients in federal and state court, Adam has successfully defended employers against employment discrimination and retaliation claims in the New York State Division of Human Rights and Equal Employment Opportunity Commission.

Honors & Affiliations

- Listed in:
 - *Upstate New York Super Lawyers*®, Employment Litigation: Defense, 2021
 - Martindale Hubbell® AV Preeminent Rated
 - The National Trial Lawyers Top 100 (2015)
- 40 Under Forty, *CNY Business Journal*, 2020
- Order of the Coif
- Justinian Honorary Law Society
- New York State Academy of Trial Lawyers
- Onondaga County Bar Association
- Northern District of New York Federal Court Bar Association
- New York State Bar Association
- American Association for Justice

Education

- Syracuse University College of Law (J.D., *magna cum laude*, 2006)
- Syracuse University (B.A., *summa cum laude*, 2004)

Bar/Court Admissions

- New York (2007)
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Western District of New York

Practices

- Labor and Employment
- COVID-19 Essential Resources for Business
- School Law

Representative Publications

- Quoted, "1,000s of Unvaccinated NY Docs, Nurses Face Firing After Court Ruling. Others Might Get 'Escape Hatch'," *syracuse.com*, September 15, 2021
- Are COVID Vaccine Mandates Legal? So far, the Answer is 'Yes,' *FingerLakes1.com*, July 30, 2021
- COVID Vaccine Mandates Clear Key Legal Hurdle, *Rochester Beacon*, July 29, 2021
- Quoted in "Can Work Require a Coronavirus Vaccine? Can You be Fired for Refusing?," *syracuse.com*, December 29, 2020
- Quoted in "NY's Latest Coronavirus Rules for Travel From Other States Will be Tough to Enforce," *syracuse.com*, November 16, 2020
- Quoted in "Wedding Receptions in NY: Ruling Serves up a Buffet of Confusion," *syracuse.com*, August 12, 2020
- Quoted in "NY Travel Quarantine Order Creates Confusion for Businesses, Workers," *syracuse.com*, July 9, 2020
- Quoted in "4 Challenges Small Businesses Face now That Much of Central NY has Reopened," *syracuse.com*, July 4, 2020
- Quoted in "As Central NY Reopens, Small Businesses Innovate (and Worry) in 'Aftermath of the Storm'," *syracuse.com*, June 30, 2020
- Quoted in "Coronavirus Liability Waivers: What to Consider Before Asking Employees, Customers to Sign," *syracuse.com*, June 25, 2020
- "Does The Fourth Amendment Protect Cordless Telephone Communications, And If So, When?," 56 Syracuse L. Rev. 459-479 (2006).

Representative Presentations

- Employment Law Considerations: Vaccines, Paid Leave & More, CenterState CEO, May 26, 2021
- What Every Public Employer Needs to Know About COVID Vaccines in the Workplace, National PELRA, April 14, 2021
- Managing in Year 2 of a Pandemic - Vaccine-Related Issues in the Workplace, Chemung County Chamber of Commerce, February 16, 2021
- What Every Public Employer Needs to Know About COVID Vaccines and the Workplace, NYCOM, January 22, 2021
- Employers Reopening for Business, Chambers and Partners Employment Series, October 21, 2020
- New York Guidance on Reopening Higher Education, Bond Webinar, June 26, 2020
- Phase IV Reopening – Higher Education Guidance, Bond Webinar, June 23, 2020
- Reopening Update – Where are We Now?, Bond Webinar, June 16, 2020
- COVID-19 and the Road to Recovery, Bond Webinar, June 14, 2020
- Returning to Work After the Pause: Understanding the New Guidance for Phase III Businesses and other Reopening FAQs, Bond Webinar, June 12, 2020
- Phase II Guidance, Bond Webinar, June 1, 2020

- Phase I Reopening and Anticipated Issues in Phase II, Bond Webinar, May 26, 2020
- Returning to Work After the Pause, Bond Webinar, May 15, 2020 (Part 1); May 18, 2020 (Part 2)
- COVID-19 and the Road to Recovery Webinar, Chemung Chamber of Commerce, May 14, 2020
- Reopening Update – The Latest on the Reopening Plans, Bond Webinar, May 5, 2020
- COVID-19 Workplace Safety Plans, Bond Webinar, May 1, 2020
- Returning to Work After the Pause: Planning and Preparedness Starting Now, Bond Webinar, April 24, 2020
- Reopening Issues – Planning and Preparedness, Bond Webinar, April 21, 2020
- How to Lay a Foundation to Get your Evidence Introduced, National Business Institute CLE, 2018
- Auto Injury Litigation From Start To Finish, National Business Institute CLE, 2015

Other Activities

- President, Board of Directors, David's Refuge, Inc.