



## Alyson Mathews

### Member

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### Profile

**Alyson provides her public and private sector clients with experienced guidance to maintain a compliant workplace, advising on all aspects of labor and employment law and providing practical solutions to prevent litigation or resolve issues at the pre-litigation stage.**

Alyson has served as labor counsel for various private, municipal, school district and BOCES clients and in doing so has built strong relationships with the unions representing bargaining units. As a result, she has been able to resolve matters while avoiding costly litigation.

Her specific experience includes advising on employment agreements, collective bargaining agreements, leaves of absence, hiring, terminations, unemployment, discipline, investigations, policies, employee handbooks, severance agreements, wage and hour, immigration and other compliance issues. In addition, she drafts employment policies and assists clients with implementing them in their workplaces. She has served as chief negotiator for collective bargaining and employment contracts, investigated employee misconduct as well as workplace violence, discrimination, harassment and retaliation claims.

Alyson has prosecuted disciplinary charges involving civil service and pedagogical employees, as well as those involving police officers, peace officers and firefighters. She has regularly appeared on behalf of her clients in grievance arbitrations and improper practice proceedings before the Public Employment Relations Board and before other governmental agencies such as the Department of Labor, State Division of Human Rights and Equal Employment Opportunity Commission.

Alyson also prepares reports regarding investigation findings and assist clients with implementation. She serves as her clients' representative for fact findings, interest arbitrations and legislative determinations to resolve collective bargaining impasses. Additional experience includes Affordance Care Act, preparing witnesses for hearings, as well as drafting answers and briefs.

### Honors & Affiliations

- New York State Bar Association
  - Labor & Employment Law Section
    - Delegate, House of Delegates

### Education

- Brooklyn Law School (J.D. 2004)
- Boston College (B.A., *cum laude*, 2001)

### Bar/Court Admissions

- New York
- U.S. District Court for the Eastern District of New York

### Practices

- Labor and Employment
- Municipalities
- School Law

- Former Chair, 2019-2020
- Former CLE Committee Co-Chair
- Former Membership Committee Co-Chair
- Former Liaison to Labor & Employment Law Section, Young Lawyers Section
- Women in Law Section
  - Executive Committee Member
- New York State Association of School Attorneys, Board of Directors, President
- American Bar Association
- Suffolk County Bar Association
- Member, Congressman Steve Israel's Long Island Affordable Care Act Task Force
- Listed in:
  - *Long Island Herald Newspapers*, Top Lawyers of Long Island, Labor and Employment, 2023
  - *Blank Slate Media*, Nassau County's Women of Distinction, 2023
  - *New York Metro Super Lawyers®*, Labor and Employment, 2022
  - *New York Metro Super Lawyers® Rising Stars*, Labor and Employment, 2017-2019
  - *Long Island Business News*, Who's Who in Women in Professional Services, 2013, 2017
  - *Long Island Business News' Who's Who in Intellectual Property & Labor Law*, 2014, 2017

## Representative Publications

- *Impasse Resolution Under the Taylor Law*, Co-Editor, Second and Third Editions

## Representative Presentations

- NYS Workplace Violence Prevention for K-12 Schools, Altaris Consulting Group, December 8, 2023
- Moderator, Redefining Success, Women on the Move 2023: Navigating the Path to Your Success, New York State Bar Association, October 18, 2023
- An Interview with Alyson Mathews, Labor and Employment, Legally Bond Podcast, August 7, 2023
- Co-Chair, 22nd Annual School Attorney Law Conference, New York State Association of School Attorneys, June 2-4, 2023
- Don't Forget the Lyrics – How to Effectively and Ethically Respond to Media Inquiries, 22nd Annual School Attorney Law Conference, New York State Association of School Attorneys, June 4, 2023
- Who's Looking When You're Not: Cybersecurity and Data Protection, 2023 Annual School Law Conference, The Nassau Academy of Law, March 24, 2023
- Who's Looking When You're Not: Cybersecurity and Data Protection- Annual School Law Conference, Nassau/Suffolk Education Law Conference, March 24, 2023

- Cybersecurity Ethics Webinar- New York State Association of School Attorneys, February 8, 2023
- "Bar Association Squares – Play ‘Tic Tac Toe’ with the Counsel," Annual School Law Conference, Nassau County Bar Association , April 8, 2022
- "The Ethical Implications and Best Practices of Regulating Discrimination in the Legal Profession," Labor and Employment Law Section Fall Meeting, New York State Bar Association, October 16, 2021
- "Through the Eyes of Young Leaders: Career Journey and Future Goals," HIA-LI Program Zoom Webinar, June 10, 2021
- "A New Era of Disputes — A Look at Specific Areas Impacted by the Global Health Crisis," Embracing Change: Dispute Resolution in Unprecedented Times – Dispute Resolution Section Fall 2020 Meeting, New York State Bar Association, October 23, 2020
- "Discrimination, Discipline and Employee Performance: 4 Simple Social Media Legal Secrets That Maximize Employer Protections and Performance Appraisal Fundamentals to Stay Out of Hot Water," National Business Institute Seminar – The Human Resource Manager: Essential Skills for Everyday Issues, September 27, 2018
- "Clueless (Paramount Pictures) – Diversity/Inclusion/ Discrimination in the Practice of Law," 18th Annual School Attorney Law Conference, NYSSBA & NYSASA, June 2, 2018
- "Internet Acceptable Use Policies, Filtering and Monitoring," School Law: Cyberbullying, Privacy and Other Technology Issues, National Business Institute Seminar, March 9, 2018