



## Angelo D. Catalano

### Senior Counsel

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### Profile

**Angelo works with clients on a wide array of labor and employment issues. He counsels and guides public and private sector employers in contract negotiations, grievances, arbitration, discrimination defense, IP Charges and all other aspects of labor and employment counseling and litigation. Angelo also possesses a niche practice and experience in dealing with police and fire departments and their needs. Angelo has handled countless GML 207 claims and interest arbitration proceedings on behalf of police and fire clients across the entirety of New York State.**

Prior to joining Bond, Angelo was a partner at a Binghamton based firm. There, he was the head of the labor and employment practice group and worked closely with the litigation and municipal practice groups as well. He has represented municipal clients, individuals and businesses in legal proceedings pertaining to labor and employment law.

### Honors and Affiliations

- New York State Bar Association Labor & Employment Section Executive Committee (2020-present)
- Broome County Bar Association Young Lawyers Co-Chair (2016-2021)
- Northern District of the New York Federal Court Bar Association (2016-present)
- NDNY FCBA Trustee (2021-present)
- Broome County Leadership Institute (Class of 2020)
- Homer Central High School Athletic Hall of Fame (Class of 2019)
- Mock Trial Coach at Chenango Forks Central School District (2014-2016)
- Buffalo Intellectual Property Law Journal (2012)
- National Environmental Moot Court Competition (2012-2013)
- Super Lawyer's "Rising Star" Labor & Employment 2021-2024

### Representative Publications

- Fear the Monkey: 2nd Circuit Adopts 'Cat's-Paw' Liability, *New York Employment Law Letter*, Oct. 2016, at 1-2 (Vol. 23, No. 10).
- Where's the Beef? Lessons on Sexual Harassment from New York Grocer's Meat Locker, *New York Employment Law Letter*, Aug. 2016, at 2-3 (Vol. 23, No. 8).

### Education

- University at Buffalo School of Law (J.D., *magna cum laude*, 2013)
- Hobart and William Smith Colleges (B.A. 2010)

### Bar/Court Admissions

- New York
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York

### Practices

- Labor and Employment

- Minimum Wage Update: Appellate Court Affirms 'Fast-Food' Wage Order, *New York Employment Law Letter*, July 2016, at 2-3 (Vol. 23, No. 7).
- The Other Shoe Drops: 2nd Circuit Weighs in on Pregnancy Discrimination, *New York Employment Law Letter*, June 2016, at 5 (Vol. 23, No. 6).
- 2nd Circuit Clarifies Meaning of Race for New York Village, *New York Employment Law Letter*, Feb. 2016, at 1-2 (Vol. 23, No. 2).
- NYSDOL OK's Wage Board's Fast-Food \$15 Minimum Wage Recommendations, *New York Employment Law Letter*, Oct. 2015, at 1-2 (Vol. 22, No. 10).
- Going Biggie With a French Manicure: New Regs, Wage Increases Lurk, *New York Employment Law Letter*, June 2015, at 1-2 (Vol. 22, No. 6); *New York Employment Law Letter*, Aug. 2015, at 4-5 (Vol. 22, No. 8).
- That's a Crime: Employer's Lie May Amount to Harboring Illegal Alien, *New York Employment Law Letter*, April 2015, at 1-2 (Vol. 22, No. 4).
- Is There a Doctor in the House? Physicians as Independent Contractors or Employees, *New York Employment Law Letter*, Jan. 2015, at 4-5 (Vol. 22, No. 1).
- Binding Arbitration Clauses and the Importance of Employee Handbooks, *New York Employment Law Letter*, Dec. 2014, at 4 (Vol. 21, No. 12).
- Dealing With a Hostile Work Environment Complaint, *New York Employment Law Letter*, Nov. 2014, at 1-2 (Vol. 21, No. 11).