



Caroline M. Westover

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Profile

Honors & Affiliations

- Listed in:
 - *The Best Lawyers in America*®, Litigation - Labor and Employment, 2020-2026 (listed for 6 years)
- New York State Bar Association, Labor and Employment Law Section
- Onondaga County Bar Association
- NDNY Federal Court Bar Association
- American Immigration Lawyers Association (AILA)
- Administrative Editor, *Boston University Public Interest Law Journal*

Representative Presentations

- Important Changes in Employment and Tax Laws Relevant to Small Business Owners, Commerce Chenango, March 3, 2023
- FMLA & ADA: Beyond the Basics, MACNY - The Manufacturers Association, March 15, 2016

Representative Publications

- Quoted in "The new I-9: Employment verification form updated; penalties raised," *Newsday*, February 5, 2017
- Quoted in "3 things to know if employees hail from 'countries of concern'," *Long Island Business Journal*, January 30, 2017
- Quoted in "Law firms field post-election immigration questions," *libn.com*, December 14, 2016
- Smith, O'Donnell, Westover, et al., "What Would Hippocrates Think? Physicians, Unions and the Drive to Organize", *ACCA Docket*, 1999

Other Activities

- Cayuga County Community College Foundation, Board Member, 2012-2019
- CNY SHRM, Board Member, Chair of the Legislative Committee, 2009-2012
- CNY Projects With Industry, Business Advisory Council Member, 2005-2010

Education

- Boston University School of Law (J.D. 2000)
- Cornell University School of Industrial and Labor Relations (B.S., *with honors*, 1997)

Bar/Court Admissions

- New York
- Massachusetts
- 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 of Massachusetts

Practices

- Municipalities
- Higher Education
- Labor and Employment
- Immigration
- Manufacturing

- Cornell Alumni Association Admissions Network, Member, 2000-2005, 2007-2010
- Merry-Go-Round Playhouse, Member, Board of Directors, 2006-2009