



## Colin M. Leonard

### Member

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### Profile

**Colin is a management-side labor and employment law attorney who works with clients throughout Central New York, the Mohawk Valley and the Southern Tier of New York.**

His practice includes traditional labor-related work, including collective bargaining, labor arbitrations and agency matters before the NLRB and PERB. Colin also represents employers in federal and state anti-discrimination litigation and counsels human resources professionals on wide-ranging legal issues, including wage and hour, employee discipline and the New York State Labor Law.

Colin has experience assisting employers manage downsizing situations, when compliance with state and federal statutes relating to employment losses is critical. In particular, he has worked closely with employers in managing WARN-related risks resulting from plant closings and mass layoffs. Colin has represented employers in claims brought by unions and employees asserting violations of the New York State WARN Act. He helps employers conduct risk assessments and adverse impact analyses relating to layoffs, so that an employer can proceed with planned downsizing consistent with applicable law.

Employers regularly engage Colin to conduct workplace training. This includes union avoidance training for management and supervisors, FMLA training for HR professionals and workplace harassment training for employees and supervisors. Colin is the deputy office managing member of the firm's Syracuse office is a regular presenter for groups including the Central New York Chapter of the Society of Human Resource Management, the Human Resource Association of the Twin Tiers and the Southern Tier Association for Human Resources.

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*® 2020, Employment Law - Management
  - *New York Super Lawyers 2019*®, Employment and Labor
- New York State Bar Association, Labor and Employment Section
  - Managing Editor, New York State Bar Association, *Labor and Employment Law Journal*
- Onondaga County Bar Association

### Education

- University of Connecticut School of Law (J.D., *with honors*, 2001)
- Middlebury College (B.A., *with honors*, 1993)

### Bar/Court Admissions

- New York
- Connecticut
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York

### Practices

- School Law
- Municipalities
- Labor and Employment
- COVID-19 Recovery for Business

- Labor and Employment Relations Association, CNY Chapter, Immediate Past President
- Lead Articles Editor, *Connecticut Insurance Law Journal*
- Member, Connecticut Moot Court Board

### Representative Presentations

- Panel Chair, Candor Before the Tribunal, NYSBA 2019 Annual Meeting - Labor and Employment Law Section, January 18, 2019
- Labor & Employment Law Developments for the Construction Industry, Dannible & McKee Annual Construction Conference, December 1, 2016
- Panel Member: Hot Topics in Labor & Benefits for Manufacturers, Dannible & McKee 2016 Manufacturing Conference, October 18, 2016
- Deep Dive into FLSA, Society for Human Resource Management of Tompkins County, November 10, 2015
- New York State Community College Human Resource Director's Meeting, June 11-12, 2015

### Representative Publications

- Colin Leonard and James Rooney, "Employers: Beware of unemployment insurance reform in New York," *HR.BLR.com*, December 13, 2013
- "From Peoria to Peru: NLRB Doctrine in a Social Media World," *Syracuse Law Review*, vol. 63, n. 2, 2013

### Other Activities

- Vice President of the Board, Landmark Theatre
- Board Member, Nascentia Health
- Chair, Bond Recruiting Committee