Colin M. Leonard

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Profile

Colin is a management-side labor and employment lawyer who works with clients throughout Central New York, the Mohawk Valley and the Southern Tier of New York. In addition to his labor and employment practice, Colin is the managing member of the firm's Syracuse office.

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 and 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*®, Employment Law - Management; Labor Law - Management, 2020-2027
    - Lawyer of the Year (Syracuse), Employment Law - Management, 2022, 2026
  - *New York Super Lawyers*®, Employment and Labor, 2023-2026
- New York State Bar Association, Labor and Employment Section

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

- Labor and Employment
- Higher Education
- Manufacturing
- Semiconductor and Technology Industry
- Government and Regulatory Affairs
- Municipalities
- Essential Resources for Business

- Managing Editor, New York State Bar Association, *Labor and Employment Law Journal*

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

Representative Presentations

- An Interview with Colin Leonard, Union Negotiations, Legally Bond Podcast, February 13, 2023
- Employment Law Developments for the Construction Industry and Legal Compliance for 2022, Dannible & McKee Annual Construction Conference, December 15, 2021
- 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
- Secretary, Nascentia Health
- Chair, Bond Recruiting Committee