BOND SCHOENECK & KING ATTORNEYS

Craig L. Olivo

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Profile

Craig applies his experience advising employers in labor and employment law to improve the workplace productivity of all his clients' workforces, large or small.

Craig works with a diverse group of public and private sector employers, including municipalities, school districts, public authorities of all types, small family owned businesses, large public companies, not-for-profit service organizations and institutions of higher education. With a holistic picture in mind, Craig counsels his clients through the maze of federal and state laws, rules and regulations, helping them achieve a seamless flow of operations.

Advising the Public Sector

Craig represents public sector entities throughout New York State. There is very little that is new to Craig; his experience has included employment litigation matters and labor relations counseling, arbitration, every form of litigation under New York's Taylor Law, proceedings before the New York State Public Employment Relations Board (PERB), and collective bargaining. Craig also has extensive experience representing public employers in disciplinary proceedings, including Civil Service Law Section 75 hearings and Education Law Section 3020-a proceedings. He provides legal representation to numerous public entities, including:

- Towns
- Villages
- Cities
- Counties
- Special Districts
- Police Departments
- Fire Departments
- Sanitation Departments
- School Districts
- Housing Authorities
- Libraries
- Public Authorities

Advising the Private Sector

A counselor at heart, Craig works closely with his clients in the private sector, helping them achieve and maintain legal compliance while at the same time helping optimize their workflow output. Craig works with clients in numerous industries, including hospitality, construction, insurance and non-profit. In addition to litigation and grievance arbitration, Craig regularly represents his private sector clients before the National Labor Relations Board (NLRB).

Education

- Notre Dame Law School (J.D., *cum laude,* 1994)
- Duke University (A.B. 1991)

Bar/Court Admissions

- 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
- Municipalities
- School Law
- Litigation
- OSHA
- Higher Education
- Property

All Around Defense

Craig defends all his clients against claims of employment discrimination, workplace harassment and unlawful retaliation. He defends employers in both state and federal courts, and in administrative proceedings before the U. S. Equal Employment Opportunity Commission (EEOC), the New York State Division of Human Rights (SDHR) and other similar local agencies.

Craig regularly conducts internal investigations on behalf of his clients on a wide variety of employment issues, and has provided customized in-house training on a wide variety of topics including workplace harassment, state and federal regulatory compliance issues, and how to properly supervise and document the employment relationship.

Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Employment Law - Management, Litigation - Labor and Employment, 2019-2027 (listed for more than 5 years)
  - *Martindale-Hubbell*®, AV Preeminent Rated
    - *Top-Rated Lawyer in Labor & Employment Law*
  - *New York Super Lawyers*®, Employment & Labor, 2015-2020, 2025, 2026
  - *Long Island Business News* Leadership in Law Honoree, 2018
- American Bar Association
- New York State Bar Association
- Nassau County Bar Association
- Suffolk County Bar Association
- 2015 LIBN Around 50 Award
- Lead Articles Editor, *Notre Dame Law Review*

Representative Presentations

- Labor & Employment Law Update, Bond Workplace Seminar, May 29, 2025
- Collective Bargaining Do's and Don'ts, Nassau/Suffolk Bar Association Annual School Law Conference, March 21, 2025
- Labor & Employment Law Update, Bond Workplace Seminar, June 6, 2024
- Labor & Employment Law Update, Bond Workplace Seminar, May 10, 2023
- Operating in the COVID-19 Environment: NYS Paid Leave, Vaccine Exemptions (religious & medical) and APPR, Long Island Association of School Personnel Administrators, October 7, 2021
- COVID-19 Labor Issues as School Personnel Return to Work, Long Island Association of School Personnel Administrators, Part 1: July 29, 2020; Part 2, August 5, 2020
- Marijuana in the Workplace, Association of Towns 2020 Annual Meeting & Training School, New York, NY February 18, 2020
- Direct Dealing in Negotiations: A Shortcut to Success or a Road to Trouble, New York State Public Employer Labor Relations Association, July 17, 2019

- Hiring Do's and Don'ts - Salary History, Ban the Box & Social Media Review, Bond Workplace 2019, June 6, 2019
- Solving the Mental Health Rubik's Cube in the Modern Workplace, Long Island Association of School Personnel Admin., March 6, 2019
- The Impact of *Janus* on Public Employers, Employees and Unions, 2019 NY Association of Towns Annual Meeting, February 19, 2019
- Employment Law Update, Bond Workplace Seminar 2018, May 22, 2018
- Negotiations Potpourri - Health Insurance, Agency Fees & Creative Solutions to Keep Salaries in Line with the Tax Cap, Nassau County School Personnel Association, March 1, 2018
- Investigations & Student Rights Relative to Social Media, Mid-Hudson School Study Council, August 5, 2016
- Onboarding and Pre-hire practices - applications, interviews, background checks, convictions and arrests - Part 1, New York State Public Employer Labor Relations Association, Inc., 41st Annual Training Conference, July 22, 2015
- Labor and Employment Law Update, Bond's Statewide Labor, Employment & HR Conference, Workplace 2015, June 24, 2015
- Employment Law Update, Association of Towns Annual Conference, February 17, 2015
- Learning to 'Do the Dance' Without Tripping Up! - Managing Leaves in the 'Seventies' of the Civil Service Law, New York Conference of Mayors Workshop, March 7, 2014 and September 12, 2013

Representative Publications

- Quoted in "What Law Firms Can Learn From Bond Schoeneck's Long Island Office Consolidation", *New York Law Journal, 2025*
- Quoted in "LIers Fight to Find Jobs After Serving Jail Time, Convictions," *Newsday,* July 5, 2019
- Featured in “Ones to Watch - Law,” *Long Island Business News*, October 13, 2017
- Featured in "Who's Who in Intellectual Property and Labor Law, *Long Island Business News*, February 24, 2017; Speaking on what issues he believes will be key in the year to come.
- Quoted in "Curbing Political Venom in the Workplace," *Long Island Business News*, July 29, 2016
- "Grumet v. Board of Education of the Kiryas Joel Village School District - The Exclusion of Religious Communities From an Entitlement to Public Schools," *Notre Dame Law Review*