



## David M. Ferrara

### Member

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## Profile

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Labor Law - Management, 2010-2025 (listed for 15 years)
    - Lawyer of the Year (Syracuse), Employment Law - Management, 2013
- New York State Bar Association, Labor and Employment Section
- Onondaga County Bar Association

### Representative Matters

- Successfully negotiated successor Collective Bargaining Agreement for private sector client which included pay for performance provisions and tied future medical plan changes/ increases to changes affecting all non-bargaining unit company employees.
- One of the recent highlights of Dave's legal profession came this past summer when he won a jury trial in a Kansas City State Court on a reverse discrimination claim. The plaintiff claimed he was terminated because of his race, as well as his age and in retaliation for complaining about the Company's discriminatory treatment in favor of minorities. Although incredibly time consuming, the case underscored the importance of consistent application of Company policies and detailed documentation. The case also reinforced Dave's belief that at the end of the day, jurors must conclude that the Company treated the employee "fairly" and that they are far less concerned about the legal principles underlying the case.

### Representative Presentations

- Handling Employee Discrimination and Harassment Claims: Pregnancy, Race, Age, Gender, etc., Advanced Employment Law: What You Need to Know, June 4, 2019
- Avoiding Liability by Conducting Proper Employee Investigations, Bond In-House Counsel CLE Series, December 11, 2014
- Workplace Behavior and Privacy - Current Developments, National Business Institute Human Resource Law From Start to Finish Seminar, November 18, 2014

### Education

- Indiana University School of Law (J.D. 1987)
- Le Moyne College (B.S., *cum laude*, 1977)
- Michigan State University (M.S.L.I.R., *magna cum laude*, 1978)

### Bar/Court Admissions

- New York

### Practices

- School Law
- Mergers and Acquisitions
- Labor and Employment
- Employee Benefits and Executive Compensation
- Essential Resources for Business
- Class and Collective Action Litigation

## Other Activities

- Board Member, Seneca Falls Country Club
- St. Elizabeth Ann Seton, Former Parish Counsel Attorney