



## Hilary L. Moreira

### Member

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### Profile

Hilary is a labor and employment law attorney who represents and counsels employers in the public and private sectors in all areas of labor and employment law, including:

- discrimination and workplace harassment
- workplace investigations
- union grievances
- unfair labor practice charges
- employment contracts and severance agreements
- employee discipline and discharge
- personnel policies
- labor arbitrations
- layoffs
- disciplinary proceedings

She regularly negotiates collective bargaining agreements and represents public employers in Civil Service Law Section 75 hearings, Education Law Section 3020-a disciplinary hearings, discrimination claims, employment litigation and unfair labor practice proceedings before Federal and State agencies and courts.

Hilary is well versed in Title VII, the Age Discrimination in Employment Act, the Americans with Disability Act, the Family and Medical Leave Act, the National Labor Relations Act, the Taylor Law and the New York State Human Rights Law.

### Honors & Affiliations

- Listed in:
  - *New York Metro Super Lawyers 2018-2020®*, New York Metro Rising Star, Employment & Labor
- 2021 Who's Who in Women in Professional Services, *Long Island Business News*
- 2020 Outstanding Women in Law, Hofstra University
- 2020 Top 50 Women in Business, *Long Island Business News*
- 2016 Millennial Awards Honoree, *Long Island Business News*
- Notes & Comments Editor, *Labor & Employment Law Journal*
- New York State Bar Association

### Education

- Hofstra University School of Law (Maurice A. Deane) (J.D. 2009)
- University of San Diego (B.A., *magna cum laude*, 2005)

### 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
- School Law

- Nassau County Bar Association, Education Law Committee; Labor and Employment Committee

## Representative Publications

- 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
- Hilary McHugh & Anthony J. Graniere, "Are You In or Are You Out? The Effect of a Prior Criminal Conviction on Bar Admission & A Proposed National Standard," 26 *Hofstra Lab. & Emp. L.J.* 223, 2008

## Representative Presentations

- An Interview with Suzanne Messer and Hilary Moreira, Bond Women's Initiative, Legally Bond Podcast, March 13, 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
- Farm Laborers' Right to Unionize: What to Expect if Your Farm Laborers Petition to Unionize, New York Farm Bureau, July 28, 2021
- Farm Labor 102: Guidance on the New Legislation in New York, New York Farm Bureau, July 30, 2020
- Employee Retention & Development: Creating a Diverse and Happy Staff, B.E.V. NY Business Day, Rochester, NY, February 26, 2020
- Marijuana in the Workplace, Association of Towns 2020 Annual Meeting & Training School, New York, NY February 18, 2020
- Legal Update for School Personnel Administrators, Orange-Ulster BOCES, February 11, 2020
- Farm Laborers' Right to Unionize: How Employers Can Stay Out of Trouble & Avoid Unfair Labor Practices, New York Farm Bureau, December 4, 2019
- Farm Labor 101: An Introduction to the New Legislation in New York, New York Farm Bureau, October 24, 2019
- The Impact of *Janus* on Public Employers, Employees and Unions, 2019 NY Association of Towns Annual Meeting, February 19, 2019