



John Gaal

Of Counsel

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Profile

Honors & Affiliations

- Listed in:
 - *The Best Lawyers in America*® 2020, Education Law; Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment (listed for 20 years)
 - *Best Lawyers Syracuse Labor Law - Management Lawyer of the Year, 2020*
 - *Best Lawyers Syracuse Education Law Lawyer of the Year, 2011, 2017, 2019*
 - *Martindale-Hubbell*®, AV Preeminent Rated
 - *Top-Rated Lawyer in Labor and Employment Law*
 - *New York Super Lawyers 2019*®, Employment and Labor (listed for more than 10 years)
 - *2015 Top 50 Upstate New York Super Lawyers*
 - *2014 Top 50 Upstate New York Super Lawyers*
 - *2013 Top 50 Upstate New York Super Lawyers*
 - *Who's Who In America*
 - *Who's Who In American Law*
- American Bar Association, Labor and Employment Law Section
- New York State Bar Association, Past Chair, Labor and Employment Law Section; Executive Committee; Past Co-Chair Committee on Ethics; Past Member; House of Delegates
- Onondaga County Bar Association
- Fellow, American Bar Foundation
- Fellow, College of Labor and Employment Law Lawyers
- Editorial Board, *Journal of College and University Law*
- NACUA (National Association of College and University Attorneys)
- Seventh Circuit and Note Editor, *Notre Dame Law Review*

Representative Presentations

Education

- Notre Dame Law School (J.D., *magna cum laude*, 1977)
- University of Notre Dame (B.A., *with honors*, 1974)

Bar/Court Admissions

- New York
- U.S. Supreme Court
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. District Court for the Northern District of New York

- Labor Relations and Collective Bargaining - Northwestern University: football and beyond, National Association of College and University Attorneys Annual Conference, June 24, 2014
- Bond, Schoeneck & King's In-House Counsel CLE Series: Ethics Issues for In-House Counsel, December 11, 2013
- Bond, Schoeneck & King Webinar: 2013 Study of Labor Activity Within Region 3 of the National Labor Relations Board, November 14, 2013
- New York State Bar Association, Labor and Employment Law Section, Frequent Speaker at the Labor and Employment Law Section's Annual and Fall Meetings
- Past Speaker, Annual CUPA-HR Eastern Region Annual Conferences
- Past Speaker, Annual NACUA (National Association of College and University Attorneys) Conferences

Representative Publications

- Gaal and DiLorenzo, "Ten Degrees of Separation: How to Avoid Crossing the Line on Witness Preparation," *NYSBA Journal*, February 2018
- Gaal and Jones, "Disability Discrimination in Higher Education," *28 Journal of College and University Law* 435
- Gaal, Glazier, Evans, "Gender Based Pay Disparities in Intercollegiate Coaching: The Legal Issues," *28 Journal of College and University Law* 519
- "The Disclosure of Financial Information: Competitiveness and the Current Requirements of the Duty to Bargain in Good Faith," *38 Labor Law Journal* 526
- "The NLRB's Misuse of Witnesses' Statements in Election Objection Proceedings," *33 Labor Law Journal* 17
- "Pre-Hire Agreements and Their Current Legal Status," *32 Syracuse Law Review* 581
- Ferguson and Gaal, "Codetermination: A Fact or a Future in America," *10 Employee Relations Law Journal* 176
- Gaal and DiLorenzo, "The Legality and Requirements of HEW's Proposed 'Policy Interpretation' of Title IX and Intercollegiate Athletics," *6 Journal of College and University Law* 161

Other Activities

- Board Member, Crouse Health Foundation
- Board Member, AccessCNY
- Past Board Member, Legal Services of Central New York
- Prior service as Adjunct Professor, Syracuse University College of Law and Syracuse University School of Management