



John M. Bagyi

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Profile

Recognized by *Lawdragon* as one of the 500 Leading U.S. Corporate Employment Lawyers, John advises employers on the full spectrum of labor and employment issues, helping them maintain legal compliance while fostering employee engagement and enhancing workplace productivity.

With more than **25 years of experience** across diverse industries, John delivers practical, business-focused guidance that balances legal best practices with each client's operational realities. His work includes:

- **Preventative counseling** on federal and state employment laws, including wage and hour issues, EEO compliance, leaves of absence and reasonable accommodations, performance management, corrective actions, and terminations.
- Representing employers in **administrative proceedings** before the EEOC, the New York State Division of Human Rights, the NLRB, and federal and state departments of labor.
- ?Negotiating and drafting **employment-related agreements**, such as employment, retention, confidentiality, nonsolicitation, noncompetition and severance agreements.
- Delivering **training programs** for executives, board members, managers, and employees on subjects such as harassment prevention, wage and hour compliance, performance management, disciplinary practices, recruiting and hiring, reasonable accommodations, and issues involving social media, technology, and workplace privacy.
- Developing and reviewing **personnel policies**, procedures, and employee handbooks.
- Conducting **workplace investigations** into harassment and other EEO concerns, ethics violations, and allegations of employee misconduct.
- Advising organizations through **business transitions**, including mergers, acquisitions, and workforce reductions.

John is known for his practical judgment, proactive approach, and commitment to helping employers build compliant, productive, and positive workplaces.

Honors & Affiliations

Education

- Albany Law School (J.D., *magna cum laude*, 1996)
- State University of New York at Albany (B.A. 1993)

Bar/Court Admissions

- New York
- Massachusetts
- U.S. Supreme Court
- U.S. District Court for the Northern District of New York

Practices

- Long Term Care
- Higher Education
- Labor and Employment
- Health Care
- Financial Institutions Regulatory
- Artificial Intelligence

- Listed in:
 - "500 Leading U.S. Corporate Employment Lawyers," *Lawdragon*, 2020-present
 - *Martindale-Hubbell*®, AV Preeminent Rated
 - *New York Super Lawyers*®, 2009 - present
 - *Best Lawyers in America*®, 2007 - present
 - "Lawyer of the Year," Albany Labor Law - Management, *Best Lawyers in America*® 2014, 2017, 2020, 2022
 - "Nation's Most Powerful Employment Attorneys - Up-and-Comers," *Human Resource Executive*® 2014-2019
 - "Lawyer of the Year," Albany Litigation - Labor and Employment, *Best Lawyers in America*® 2015
 - "Lawyer of the Year," Albany Employment Law - Management, *Best Lawyers in America*® 2014
 - "Friend of the Year," Capital Region Human Resources Association, 2012
- Excellence in Alumni Service Award, Albany Law School, 2005
- 40 Under Forty Honoree, *Capital District Business Review*, 2004
- Executive Editor, *Albany Law Review*

Representative Presentations

- Adirondack Regional Chambers of Commerce
- ADK HR
- American Automobile Association, National HR Conference
- American Society for Training & Development (ASTD), Hudson Mohawk Chapter
- Business Council of New York State, Labor and Human Resources Committee
- Capital District Women's Bar Association
- Capital Region Human Resources Association
- Capital Region Recruiters Network
- College and University Personnel Association (CUPA-HR)
- Columbia County Chamber of Commerce
- Columbia Greene Workforce Roundtable
- CRHRA HR Executive Roundtable
- Empire State Society of Association Executives (ESSAE)
- Healthcare Association of New York State (HANYS)
- HR Pro (formerly Personnel Management Association)
- Hudson Valley Society for Human Resource Management
- Human Resources Association of the Twin Tiers
- Human Resource Executive Roundtable
- International Personnel Management Association (IPMA)
- LeadingAge New York
- Manufacturers Association of Central New York (MACNY)
- Mid-Hudson Human Resource Association

- Mid-Hudson Valley Society for Human Resource Management
- Mohawk Valley Society for Human Resource Management
- New York Bankers Association
- New York Credit Union Association
- New York State Association of Health Care Providers
- New York State Association of Homes & Services for the Aging (NYAHSa)
- New York State Association of Professional Land Surveyors
- New York State Bar Association, Labor and Employment Section
- New York State Funeral Directors Association
- New York State Industries for the Disabled
- New York State Insurance Association
- New York State Rehabilitation Association
- New York State Society for Human Resource Management
- New York State Telecommunications Association, Inc.
- Rensselaer County Chamber of Commerce
- Society for Human Resource Management

Representative Publications

- Quoted in "Trump Sued Over 'One Reg In, Two Out' Executive Order," *Society for Human Resource Management Newsletter*, February 14, 2017
- New York's salary threshold for executive and administrative exemptions has increased," *Business Journal News Network*, February 13, 2017
- Quoted in "Businesses react to changes in OT rules," *The Daily Gazette*, December 19, 2016
- Quoted in "Locally, opinions divided on Obama's overtime rule change," *The Daily Gazette*, May 18, 2016
- John M. Bagyi and James Holahan, "What Employees Don't Know Hurts Everyone," *New York Law Journal Special Report*, March 9, 2014
- John M. Bagyi and W.S Becker, "The Civil Rights Act of 1991," *Human Resources Encyclopedia*, Pfeiffer, 2011
- "Preventing Harassment," *Security Management*, January 2009
- "Legal Q&A," *CRHRA Newsletter*, 2001-2004
- "Employee handbooks: a tool to avoid employer liability," *Professional Insurance Agents Magazine*, June 2004
- John M. Bagyi and Peter A. Jones, "Blowing the Whistle: Dealing with Sarbanes Oxley and Beyond," *HR Review*, New York State Society for Human Resource Management, Spring/Summer 2004
- "Union Organizing - what you need to know now, Tools for the Trade," *New York State Association of Health Care Providers*, May/June 2004
- John M. Bagyi and Peter A. Jones, "What HR Professionals Need To Know About HIPAA's Privacy Regulations," *HR Review*, New York State Society for Human Resource Management, Fall/Winter 2002
- "Employee Handbooks Have Become A Necessary Tool For Employers," *Capital District Business Review*, July 5, 2002

- "New Union Election Law Affects Some Employers," *The Human Resource Line*, The Business Council of New York State, February 2002
- John M. Bagyi and Louis P. DiLorenzo, "Employment Litigation in Upstate New York: Results of the Bond, Schoeneck & King Study," *New York Employment Law & Practice*, October 2001 Contributor, Paul Grossman, et al., Employment Discrimination Law (Supp. 2000; Supp. 2002)
- "Board of Education of Kiryas Joel v. Grumet: Misconstruing the Status Quo as a Neutral Baseline," 60 *Albany Law Review* 543, 1996
- "Carmen Beauchamp Ciparick: The Court of Appeals' Voice of Compassion," 59 *Albany Law Review* 1913, 1996

Other Activities

- *Founder & Facilitator*, CRHRA HR Leadership Program, 2006-present
- *General Counsel*, NYS Society for Human Resource Management, 2005-present
- *Founder & Co-Facilitator*, CRHRA/Bond HR Executive Roundtable, 2004-present
- *Member*, Voorheesville Central School District Steering Committee, 2022-2024
- *Member*, Voorheesville Central School District Shared Decision Making Committee, 2021-2022
- *Board of Directors*, Alzheimer's Association-Northeastern NY Chapter, 2018-2021
- *Co-Chair*, Capital Leadership Steering Committee, Albany-Colonie Chamber of Commerce, 2003-2005
- *Board of Directors*, Capital Region Human Resources Association, 2002-2004