



## John M. Bagyi

### Member

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## Profile

### Honors & Affiliations

- Listed in:
  - "500 Leading U.S. Corporate Employment Lawyers," *Lawdragon*, 2020, 2021
  - "Nation's Most Powerful Employment Attorneys – Up-and-Comers," *Human Resource Executive*® 2014, 2015, 2016, 2017, 2018 and 2019
  - *Martindale-Hubbell*®, AV Preeminent Rated
  - "Lawyer of the Year" Albany Labor Law - Management, *The Best Lawyers in America*® 2014, 2017, 2020, 2022
  - "Lawyer of the Year" Albany Litigation - Labor and Employment, *The Best Lawyers in America*® 2015
  - "Lawyer of the Year" Albany Employment Law – Management, *The Best Lawyers in America*® 2014
  - *New York Super Lawyers*®, 2009 - present
  - *The Best Lawyers in America*®, 2007 - present
  - "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*
- New York State Bar Association

### 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

### 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

- College and University Personnel Association (CUPA-HR)
- Columbia County Chamber of Commerce
- Columbia County HR Roundtable
- Empire State Society of Association Executives
- Healthcare Association of New York State (HANYYS)
- HR Pro (formerly Personnel Management Association)
- Internation 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 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 Job Service Employer Committees (Albany, Fulton/Montgomery, Schenectady, Rensselaer, Columbia & Greene Counties)
- New York State Society for Human Resource Management
- New York State Telecommunications Association, Inc.
- Northeast New York Health Care Human Resources Association
- 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. John 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*, New York State Society for Human Resource Management, Inc., 2005-present
- *Founder & Facilitator*, CRHRA/Bond HR Executive Briefing Series, 2004-present
- *Board of Directors*, Alzheimer's Association – Northeastern New York 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