



John M. Harras

Senior Counsel

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Profile

John advises employers on ERISA and labor law compliance, with a focus on matters arising from obligations to Taft-Hartley multiemployer employee benefit plans. John also assists employers in negotiating and drafting documents underlying mergers and acquisitions, stock purchases and asset sales to address any relevant ERISA matters, including ERISA withdrawal liability under the Multiemployer Pension Plan Amendment Act (MPPAA). Additionally, he works with employers to ensure they properly design, implement and administer their employee benefit plans under ERISA.

John also advises employers on managing the risk of successor, alter ego or single employer liability that might arise from corporate transactions or from the structure of an employer's labor-management relations. In addition, he counsels employers on responding to audits by multiemployer benefit funds and resolving allegations of delinquent benefit contributions.

Prior to joining Bond, John was a partner at a boutique law firm in New York City where he represented multiemployer benefit plans in matters arising under ERISA and the Taft-Hartley Act (Labor-Management Relations Act). He also worked for a labor and employment firm where he negotiated collective bargaining agreements and advised employers on compliance with employment laws and ERISA. He worked as a summer associate for Sullivan & Cromwell LLP and served as a judicial intern for the Hon. P. Kevin Castel, U.S.D.J. of the Southern District of New York.

Honors & Affiliations

- New York City Bar Association
 - Employee Benefits and Executive Compensation Committee, Member
 - Tax-Qualified Plans/Governmental/Not for Profit/Multiemployer Plans Subcommittee, Member
 - Labor & Employment Committee, Member
- Federal Bar Association
 - Government Relations Committee, Member
- St. John's University School of Law, *Law Review*
- St. John's University School of Law Federal Scholar (grant awarded to students selected for internships in federal judiciary)

Education

- St. John's University School of Law (J.D., *cum laude*, 2015)
- College of William and Mary (B.A., *cum laude*, 2010)

Bar/Court Admissions

- New York
- New Jersey
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the District of New Jersey
- U.S. Bankruptcy Court for the Eastern District of New York
- U.S. Bankruptcy Court for the Southern District of New York
- U.S. Bankruptcy Court for the District of New Jersey

Practices

- Employee Benefits and Executive Compensation

- St. John's University School of Law St. Thomas More Scholar (full tuition academic scholarship)

Representative Publications

- Suspicious Suspect Classes—Are Nonimmigrants Entitled to Strict Scrutiny Review Under the Equal Protection Clause? An Analysis of Dandamudi and LeClerc, 88 ST. JOHN'S L. REV. 849 (Fall 2014).

Representative Presentations

- "Benefits 101 and Beyond!" National Association of College and University Attorneys, New York Chapter, February 14, 2024