



## Kristen E. Smith

### Member

ksmith@bsk.com  
One Lincoln Center  
110 West Fayette St  
Syracuse, NY 13202-1355  
(315) 218-8090  
(315) 218-8100 fax

### Profile

### Honors & Affiliations

- Listed in:
  - *New York Super Lawyers®*, Upstate New York Rising Star, Employment and Labor, 2015-2016
- Onondaga County Bar Association
- Justinian Honorary Law Society
- Order of the Coif
- Editor-in-Chief, *Syracuse Law Review*
- Associate Editor, *The Labor Lawyer*

### Representative Presentations

- Advising and Defending Clients on Employment Discrimination Claims, Law Firm Alliance 2026 L&E Conference, January 23, 2026
- Co-host of Bond's weekly webinar series, "Business in 2024"
- Breakfast Keynote Session: Legal Update, 2024 Annual All-Day Conference, CNY SHRM, June 21, 2024
- Breakfast Keynote Session: Legal Update, 2023 Annual All-Day Conference, CNY SHRM, June 22, 2023
- An Interview with Kristen Smith, Labor and Municipal Law, Legally Bond Podcast, March 6, 2023
- HR Briefing: 2022 - A Year in Review, MACNY, January 10, 2023
- Breakfast Keynote Session: Legal Update, 2022 Annual All-Day Conference, CNY SHRM, June 2, 2022
- Are You Ready? NYS Paid Family Leave, Empire State Society of Association Executives, November 9, 2017
- Three Critical Issues for New York Employers, New York Association of Long Term Care Administrators, April 21, 2017
- What Employers Need to Know, Reagan Companies' Academy of Risk Management Seminar, 2017 Labor & Employment Law Update, March 2, 2017

### Education

- Syracuse University College of Law (J.D., *summa cum laude*, 2005)
- Cornell University School of Industrial and Labor Relations (B.S. 1996)

### Bar/Court Admissions

- New York

### Practices

- Government and Regulatory Affairs
- Labor and Employment
- Municipalities
- Semiconductor and Technology Industry

- Labor & Employment Law Update: Navigating Change in 2017, CNY SHRM, January 26, 2017
- Other Employment Laws You Need to Know, National Business Institute, November 14, 2016
- Legal Issues Regarding Company Wellness Programs, Syracuse Media Group, Healthiest Employers of CNY, November 4, 2015
- The Fair Labor Standards Act: Understanding the Proposed Regulatory Changes, and Avoiding the Minefield of Wage & Hour Liability, CNY SHRM, October 8, 2015
- Ask the Experts, 2015 Conference, CNY SHRM, June 12, 2015
- Solving the Puzzle of Complex Accommodation Issues in the Evolving Workplace, Tompkins County SHRM, November 6, 2014
- Complex Issues in Accommodating a Diverse Workforce, Annual Conference, NYS SHRM, September 30, 2014
- Employment Law Basics for Supervisors, Managers & Business Owners, CNY SHRM, September 25, 2014
- Top Ten Employment Law Trends and Issues for 2014, Legal Update, CNY SHRM, January 22, 2014
- Identifying & Addressing Common Human Resource Management Pitfalls, Bond's Tenth Annual Best Practices for Nonprofits, January 16, 2014
- The NLRB's New, Aggressive Focus on Non-Union Employers, SHRM, March 7, 2013

## Representative Publications

- Company news: Kristen E. Smith returns to Bond, Schoeneck & King, *syracuse.com*, April 20, 2022
- Quoted in "U.S. sues Estée Lauder for allegedly discriminating against new dads," *WBBH*, August 31, 2017
- "Lawfully Managing an Aging Workforce," *Manufacturing Matters*, Summer 2017
- Quoted in "New York Employers Must Prepare for Paid-Family-Leave Program," *HR Today*, May 22, 2017
- "New York's Paid Family Leave Proposed Regulations: A Primer for Employers," *Central New York Business Journal*, April 3, 2017
- "Know the Law: Background Checks Continue to Trip Up Employers," *HR Specialist, New York Employment Law*, May 2014
- Kristen Smith and John Gaal, "Federal Agencies Extend Their Reach," *New York Law Journal*, January 22, 2013

## Other Activities

- Board of Directors, Food Bank of Central New York
- Board of Trustees, Bishop Ludden Junior-Senior High School