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Profile

Honors & Affiliations

- Listed in:
 - *Chambers USA*, Labor & Employment – New York, 2025
 - *The Best Lawyers in America*®, Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment, 1997-2026 (listed for more than 25 years)
 - Lawyer of the Year (New York City) Labor Law - Management, 2013
 - 500 Leading U.S. Corporate Employment Lawyers, *Lawdragon*, 2019-2024
 - Corporate Employment Lawyers Hall of Fame, *Human Resource Executive*® and *Lawdragon*, 2019-2024
 - *Chambers USA*, Labor & Employment – New York, 2024
 - *Who's Who Legal*, Thought Leaders Global Elite, 2024
 - *New York Super Lawyers*®, Employment & Labor, 2023-2025
 - *Martindale-Hubbell*®, AV Preeminent Rated, 20th Anniversary Year
 - Top-Rated Lawyer in Labor & Employment Law
 - Top 20 in Traditional Labor and Employment Law, "Nation's Most Powerful Employment Attorneys," joint project published by *Human Resource Executive*® and *Lawdragon*, 2013-2018
 - *Expert Guides*, The Best of the Best USA, 2015
 - *HR Executive Magazine*, Top 10 Labor Lawyers in the U.S., 2010
 - *Benchmark Litigation Labor & Employment Star*
 - *Who's Who in America*
 - *Who's Who in American Law*
 - *Who's Who Legal*, Labor, Employment & Benefits
- Burton Awards, Law360 Distinguished Legal Writing Award, 2020
- New York State Bar Association
 - NYSBA Task Force on COVID-19 Immunity and Liability
 - Past Chair, Labor and Employment Law Section

Education

- University at Buffalo School of Law (J.D. 1976)
- Syracuse University (B.A. 1973)

Bar/Court Admissions

- New York
- U.S. Supreme Court

Practices

- Municipalities
- Employee Benefits and Executive Compensation
- Environmental and Energy
- Health Care
- Labor and Employment
- Litigation
- Public Finance
- Higher Education
- Long Term Care
- Business and Transactions
- Manufacturing

- Past Chair, Young Lawyer's Section
- Fellow, College of Labor and Employment Law Lawyers
- Fellow, New York State Bar Foundation
- Fellow, Trial Lawyer Honorary Society
- Fellow, The Litigation Counsel of America
- Member, Federation of Defense & Corporate Counsel
- Member, Worldwide Employment Law Alliance
- Editor, *New York State Bar Journal*
- Adjunct Professor, Syracuse University's Whitman School of Management
- Former Co-Chair, St. John's University Law School's Employment Law Institute

Representative Presentations

- Co-chair, Employment Discrimination Law & Litigation, June 10, 2024
- The Supreme Court Outlawed Affirmative Action in College Admissions: What That Means for Private Employers, Commercial and Federal Litigation Section, NYSBA 2024 Annual Meeting, January 17, 2024
- Ethical Issues When Preparing Witnesses to Testify, State of New York Office of the Attorney General, November 2022
- Unionization Efforts in a Global Economy, Employment Law Alliance, May 20, 2022
- Travel Tuesdays: Doing Business in New York, Employment Law Alliance Podcast, December 14, 2021
- Annual Employment Discrimination Law & Litigation Seminar, Practising Law Institute, 2017-2022
 - Co-Chair; Opening Remarks; Hidden Traps When Settling Employment Discrimination Cases, June 13, 2022
 - Co-Chair, June 14, 2021
 - Opening Remarks, June 17, 2019
 - Co-Chair and Opening Remarks, June 18, 2018
 - Retaliation and Whistleblower Claims: Understanding Employment Law, April 12, 2018
 - Panel Member, Retaliation and Whistleblower Claims: Understanding Employment Law, April 13, 2017
- An Interview with Louis DiLorenzo and Sara Richmond, Bond's New Westchester Office, Legally Bond Podcast, October 11, 2021
- An Interview with Louis DiLorenzo, Writing the Landmark Guide on New York Employment Law, Legally Bond Podcast, April 19, 2021
- Navigating the Federal Sea Change: The Impact of the 2020 Election on Employers, Employment Law Alliance Webinar, December 15, 2020
- 2020 Year in Review, Chambers and Partners Employment Series, December 9, 2020
- Changes in Direction, Chambers and Partners Employment Series, November 17, 2020

- Addressing Employees' Political Speech and Activity, Employment Law Alliance Webinar, October 27, 2020
- Freedom of Speech in the Workplace, Chambers and Partners Employment Series, September 29, 2020
- What U.S. Employers Can Do to Avoid Retaliation Cases in the COVID-19 Era Workplace, Employment Law Alliance Podcast, August 24, 2020
- Panelist, Bringing Employees Back to the Office: Key Steps and Preparations for Law Firms, New York State Bar Association Webinar, May 8, 2020
- Keynote Speaker, Top Ten #metoo Era Mistakes when Investigating Complaints of Sexual Harassment, CNY SHRM Annual Conference, June 14, 2019
- Keynote Speaker, Mapping Your Course: Mastering for Success, CNY SHRM Annual Conference, June 15, 2018
- Co-Presenter, The Trump NLRB: What's Next, Cornell University, NYC - ILR Conference Center, June 6, 2018
- Panel Member, Ethical Considerations – Knotty Issues in Employment Discrimination Cases, Practicing Law Institute's Employment Discrimination Law & Litigation Seminar 2017, June 20, 2017
- Keynote Address: Nuances in New York Employment Law, CNY SHRM Annual Conference, June 2, 2017
- Moderator, The Future of the NLRB Under the Trump Administration, Labor & Employment Relations Association, CNY Society for Human Resource Management and Cornell School of Industrial and Labor Relations, May 31, 2017
- Panel Member, Labor Law Developments, Course Correction - The Winds of Change in a Different Direction, Cambridge Forums, March 2, 2017
- Panel Member, The Legacy of the Obama NLRB, Cornell University, ILR School Conference, October 21, 2016
- Labor Law Developments - Developments at the NLRB, Employment and Labor Law Forum, June 23, 2016
- Trying a Discrimination Case - Ethical Considerations, Employment Discrimination Law & Litigation 2016 Webinar, June 20, 2016
- Top 10 Mistakes Employers Make, CNY SHRM Annual Conference Morning Keynote, June 17, 2016
- Commentator, Judicial Review of Arbitration Awards, NYU 69th Annual Conference on Labor, June 2-3, 2016
- Workplace Harassment Misconceptions & Mistakes and How to Avoid Them, Breakfast Keynote, 2015 Central New York SHRM Conference, June 12, 2015
- Retaliation and Whistleblower Claims, Co-Presenter, Practising Law Institute's Understanding Employment Law 2015, March 27, 2015

Representative Publications

- New York's Whistleblower Law Expansion Offers Increased Protection From Retaliation, *Westfair Business Publications*, February 15, 2022
- Co-Editor, "The Essential Guide to New York Employment Law," 450 page treatise published by the *New York State Bar Journal*, 2021

- Quoted in "A flood of age discrimination lawsuits is expected from COVID-19 and the economic downturn," *ABA Journal*, September 1, 2020
- Quoted in "Some Employers Have Illegally Fired Workers Who Refuse to Sign COVID Liability Waivers," *Fortune*, July 23, 2020
- Co-Author, "COVID-19 Impact on U.S. Employers," Labor and Employment: Expert View, *Chambers and Partners*, April 23, 2020
- Co-Author, *2019 Chambers USA Regional Employment Guide*, New York Chapter
- Quoted in "NLRB Moving Forward After False Start in Changing Joint-Employer Standard," *Bloomberg Law*, July 5, 2018
- Quoted in "#MeToo is changing HR approach," *The Daily Record*, March 21, 2018
- Gaal and DiLorenzo, "Ten Degrees of Separation: How to Avoid Crossing the Line on Witness Preparation," *NYSBA Journal*, February 2018
- Quoted in "High-stakes election," *Long Island Business Journal*, November 4, 2016
- Louis P. DiLorenzo, Howard M. Miller and Christopher T. Kurtz, "Striking Out A-Rod: The Faithless Servant Doctrine," *Law360*, February 14, 2014
- "10 Things You Never Want to Have to Admit in a Retaliation Case," *HR Specialist*, *New York Employment Law*, July 2013
- "Enforcing Employer-Employee Arbitration Agreements After Circuit City," 18 *Fordham University Law Journal*, 2001
- "Employer Liability for Sexual Harassment After Ellerth and Faragher," 6 *Duke University of Gender Law & Policy* No. 1, 1999
- "Civility and Professionalism," 68 *New York State Bar Journal* No. 1, January 1996
- "The Growing Menace: Violence in the Workplace," 67 *New York State Bar Journal* 1, January 1995
- "Screening Applicants for a Safer Workplace," *HR Magazine*, March 1995
- "After-Acquired Evidence in Employment Discrimination Cases," 19 *New York State Bar Association Labor and Employment Law Newsletter* No. 2, 1994
- "Mid Term Bargaining Over Unit Work Transfers," 45 *CCH Labor Law Journal* No. 7, 1994
- "Employer's Responsibilities Under 1986 Immigration Act and COBRA," *The CPA Journal* p. 32, May 1988
- "Workers Compensation Discrimination in New York: Is It Really LoDolce Vita?," 32 *New York State Bar Journal* 220, June 1982
- "Forging a Strategy to Combat Sympathy Strikes," 29 *Syracuse Law Review* 847, 1978

Other Activities

- Emeritus NYSBA Law Journal, Board of Editors
- Deans Advisory Council, Member