



Louis P. DiLorenzo

Member

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Profile

Louis has practiced labor and employment law for more than 40 years and is managing member of the firm's New York City office.

Louis represents employers and management in all aspects of labor and employment law. His areas of experience include collective bargaining, workplace investigations, NLRB proceedings, labor audits, supervisory training, wage and hour issues, arbitration, jury trials in both state and federal courts, wage incentive plans, OFCCP audits and proceedings, employment litigation before the EEOC and the Human Rights Division and alternative dispute resolution techniques. Louis also serves several insurance companies as panel counsel (e.g., AIG and Chubb) with respect to employment litigation matters. From 2002-2004, he served as General Counsel and Secretary to Agway, Inc., a Fortune 500 Company.

Louis co-authored the FDCC Quarterly article entitled *Employers' Settlement Agreements with Departing Employees Under Attack*, Vol. 57, No. 3, Spring 2007. He also co-authored a complete guide for business managers and HR professionals written in plain English entitled, *What Every Business Manager and HR Professional Should Know About ... Federal Labor and Employment Laws* and a two volume treatise entitled *Corporate Counseling* (1988) and was a contributing author to *Public Sector Labor Law* (1988). Louis is also on the editorial board of the two volume treatise entitled *New York Civil Practice Before Trial* (2001). He has authored and co-authored numerous articles on various labor and employment law topics. Louis' published articles include: "Enforcing Employer-Employee Arbitration Agreements After *Circuit City*", 18 Fordham University Law Journal 27 (2001); "Forging a Strategy to Combat Sympathy Strikes", 29 Syracuse Law Review 847 (1978); "Mid Term Bargaining Over Unit Work Transfers", 45 CCH Labor Law Journal No. 7 (1994); "The Growing Menace: Violence in the Workplace", 67 New York State Bar Journal 1 (Jan. 1995); "Civility and Professionalism", 68 New York State Bar Journal No. 1 (Jan. 1996); "Workers' Compensation Discrimination in New York: Is It Really *LoDolce Vita*?", 32 New York State Bar Journal 220 (June 1982); "Employer Liability for Sexual Harassment After *Ellerth* and *Faragher*", 6 Duke University of Gender Law & Policy No. 1 (1999); two articles on Title IX and Intercollegiate Athletics, 6 Journal of College and University Law 61 (1980); "Screening Applicants for a Safer Workplace", HR Magazine, p. 55 (March 1995); "After-Acquired Evidence in Employment Discrimination Cases", 19 New York State Bar Association Labor and Employment Law Newsletter No. 2 (1994); and "Employer's Responsibilities Under 1986 Immigration Act and COBRA", The CPA Journal

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

p. 32 (May 1988). In May of 1996 Louis was interviewed extensively in a Forbes Magazine cover story on Sexual Harassment. In their January 2003 issue, the Corporate Legal Times described him as the "Great Negotiator". He was also featured in the United Educator's video entitled "Sexual Harassment in Academia, No Real Winners", and has been quoted in several publications including Business Week.

Louis has been a key speaker at numerous seminars throughout the United States and other countries on a wide variety of Labor and Employment Law topics. In addition, he has lectured to: various university groups, including the College and University Personnel Association; local, state and national SHRM Conferences; and a number of national and regional business associations.

Honors & Affiliations

- Listed in:
 - *The Best Lawyers in America*® 2020, Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment (listed for 25 years)
 - *Best Lawyers' 2013 New York City Labor Law - Management Lawyer of the Year*
 - *Chambers USA 2019*, Labor and Employment
 - *Expert Guides, The Best of the Best USA 2015*
 - *Martindale-Hubbell*®, AV Preeminent Rated, *20th Anniversary Year*
 - Top-Rated Lawyer in Labor & Employment Law
 - Corporate Employment Lawyers Hall of Fame, 2019, by *Human Resource Executive*® and *Lawdragon*
 - 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
 - *HR Executive Magazine*, 2010 Top 10 Labor Lawyers in the U.S.
 - *New York Super Lawyers 2018*®, Employment & Labor
 - *Who's Who in America*
 - *Who's Who in American Law*
 - *Who's Who Legal: Labour, Employment & Benefits*
- New York State Bar Association, Past Chair, Labor and Employment Law Section; 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
- 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

- Keynote Speaker, Top Ten #metoo Era Mistakes when Investigating Complaints of Sexual Harassment, CNY SHRM Annual Conference, June 14, 2019
- Opening Remarks, Employment Discrimination Law & Litigation 2019, Practising Law Institute, June 17, 2019
- Co-Chair and Opening Remarks, Employment Discrimination Law & Litigation 2018, Practising Law Institute, June 18, 2018
- 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
- Retaliation and Whistleblower Claims, Understanding Employment Law 2018, Practising Law Institute, April 12, 2018
- Panel Member, Ethical Considerations – Knotty Issues in Employment Discrimination Cases, Practising 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, Retaliation and Whistleblower Claims, PLI's Understanding Employment Law 2017, April 13, 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
- Keynote Speaker, CNY SHRM Conference Sharpen Your Skills: Cutting Edge HR Strategies, June 20, 2014
- Employment Discrimination Law & Litigation 2014, Practising Law Institute, June 18, 2014
- Retaliation and Whistleblower Claims, Co-Presenter, Practising Law Institute's

Understanding Employment Law 2014, March 28, 2014

- Defending Against Whistleblowers and Retaliation Claims: Including the Ten Things You Never Want to Admit You Did, National Association of Educational Procurement, Upstate NY Fall Conference, October 10, 2013
- FLSA Current Case Studies, SUNY Human Resources Association 2013 Annual Conference, October 3, 2013
- Defending Against Whistleblowers and Retaliation Claims: The 10 Things You Never Want to Have to Admit, 2013 CNY SHRM Conference, June 7, 2013

Representative Publications

- 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