



## Mark A. Moldenhauer

### Member

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### Profile

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Employment Law - Management, Labor Law - Management; Litigation - Labor and Employment, 2019-2025 (listed for more than 5 years)
    - Lawyer of the Year (Buffalo), Labor Law - Management, 2024
  - *New York Super Lawyers*®, Employment and Labor, 2023-2024
- New York State Bar Association, Labor and Employment Law Section
- Erie County Bar Association, Labor & Employment Law Committee
- Associated Builders and Contractors, Empire State Chapter, Western NY Regional Council

### Representative Presentations

- Political Speech in the Private Workplace, January 2024
- Impact of Recreational Marijuana on the Workplace, American Society of Safety Professionals, Niagara Frontier Chapter, October 2021
- Managing the Reopening Process, Clarence Chamber of Commerce, May 28, 2020
- Understanding COVID-19 Paid Leave Laws, Associated Builders & Contractors, April 8, 2020
- Affirmative Action Update, Niagara Frontier Chapter, Construction Financial Management Association, October 4, 2016
- Wage and Hour Update for Hospitality Industry Employers, 3rd Annual Destination Marketing Summit Managing and Marketing our Destination: Food for Thought, October 3, 2016
- Legal Update for Health Care Employees, Leading Age WNY, 2016 HR Summit - Western NY, August 10, 2016
- Panelist, New Overtime Rules & Paid Family Leave Program: What Every Employer Needs to Know, Buffalo Niagara Partnership Capital Conversation, July 19, 2016

### Education

- University at Buffalo School of Law (J.D. 2001)
- Hamilton College (B.A. 1997)

### Bar/Court Admissions

- New York
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York

### Practices

- Essential Resources for Business
- Health Care
- Hospitality and Tourism
- Labor and Employment
- Manufacturing
- OSHA

- DOL Audits: What You Can Do in Preparation for an Investigation, Associated Builders & Contractors, May 12, 2016
- What Construction Employers Need To Know About The NLRB's New Joint Employer Standard, Associated Builders and Contractors, November 19, 2015
- Surviving the Department of Labor Vice Grip: Practical Insight for Effectively Managing the Flood of New Employer Regulations, Lumsden McCormick LLP 2015 Exempt Organizations Conference, November 6, 2015
- Legal Developments Affecting Construction Employers, Associated Builders and Contractors WNY ABC Legal Update, December 11, 2014

### Representative Publications

- "EEOC's Proposed Guidance Targets Retaliation Claims," *Buffalo Law Journal*, April 4, 2016
- Quoted in "White-Collar Salary Requirements Proposed," *Buffalo Business First*, October 2015

### Other Activities

- Associated Builders & Contractors, WNY Regional Leadership Council and Professional Services Committee