BOND SCHOENECK & KING ATTORNEYS

Mark A. Moldenhauer

Member
mmoldenhauer@bsk.com
The Avant Building - Suite 900
200 Delaware Avenue
Buffalo, NY 14202-2107
(716) 416-7036
(716) 416-7336 fax

Profile

Mark counsels employers on a broad range of matters affecting the workplace. His practice includes litigating employment-related cases in federal and state courts, and representing employers and management before various governmental administrative agencies, including the NLRB, EEOC and NYSDHR.

Mark represents management in traditional labor law matters, including arbitrations, collective bargaining and union organizing campaigns. He also advises employers on matters concerning discrimination, harassment and retaliation, medical leaves of absence and wage and hour compliance.

Mark has spoken on a variety of employment subjects, such as complying with family and medical leave laws, preventing employment discrimination and harassment, union avoidance and conducting workplace investigations. He provides EEO training, policy review and assistance with all types of personnel-related issues.

Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Employment Law - Management, Labor Law - Management; Litigation - Labor and Employment, 2019-2027 (listed for more than 5 years)
    - Lawyer of the Year (Buffalo), Labor Law - Management, 2024
  - *New York Super Lawyers*®, Employment and Labor, 2023-2026
- 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

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

- 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
- 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, Novemer 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