



## Michael P. Collins

### Member

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### Profile

Michael represents management in all aspects of labor and employment law, including litigation, trials and appeals in federal and state courts, charges and hearings before federal and state agencies and at arbitration.

His litigation experience includes defending claims of discrimination (race, sex, age, disability, religion, sexual orientation, marital status), sexual harassment, wrongful termination, constructive discharge, retaliation, wage and hour law violations, and claims under the FMLA, Equal Pay Act, FLSA, NLRA, ERISA, OSHA, whistle-blower laws, restrictive covenants, employment contracts, workplace defamation and the ownership or control of closely held corporations.

Michael has also defended employers in class actions and collective actions under the FLSA. He is routinely involved in the preparation and negotiation of employment agreements, separation agreements and employee handbooks and regularly advises management concerning workplace investigations, litigation avoidance, reductions in force, employee hiring and discipline and collective bargaining. He also has written and lectured on a variety of labor and employment law topics.

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Labor Law - Management, 2016-2022 (listed for more than 5 years)
  - *Martindale-Hubbell*®, AV Preeminent Rated
    - *Top-Rated Lawyer in Labor & Employment Law*
- New York City Bar Association
- Westchester County Bar Association, Co-Chair, Labor & Employment Committee
- Society for Human Resources Management
- Order of the Coif
- Research Editor, *Rutgers Law Review*

### Representative Presentations

- 24-Hour/Live-In Cases and the 13-Hour Standard —The Court of Appeals Ruling and What It Means in Practice, Hot Topics in Labor Law for Home Care

### Education

- Rutgers Law School (J.D., *with honors*, 1991)
- Manhattan College (B.S. 1985)

### Bar/Court Admissions

- New York
- New Jersey
- 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 Southern District of New York
- U.S. District Court for the Western District of New York
- U.S. District Court for the District of New Jersey

### Practices

- Litigation
- Labor and Employment
- Employee Benefits and Executive Compensation

Providers, Home Care Association Education and Research, June 13, 2019

- Hot Topics and How HR Must Prepare, LeadingAge NY HR Summit, March 31, 2016