



## Nicholas J. D'Ambrosio, Jr.

### Retired

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### Profile

Nicholas is a labor and employment law attorney who represents employers in various matters including discrimination and equal employment opportunity, employment litigation, Title VII, Americans With Disabilities Act, age discrimination, FMLA, FLSA, WARN Act, ERISA, New York Labor Law proceedings, OSHA compliance and proceedings, wage and hour issues before state and federal agencies and courts, as well as trade secret and non-competition litigation. He has won dismissals and summary judgment for employers in many cases.

Nicholas represents private and public sector employers in collective bargaining negotiations, arbitrations, unfair labor practice proceedings before the National Labor Relations Board and state labor agencies, hospitals and other health care providers, union organizing and representation campaigns, workers' compensation, wrongful discharge litigation, employment discrimination and affirmative action matters. He has successfully negotiated cost-effective collective bargaining agreements and guided employers through difficult strikes, picketing, plant closings and reductions-in-force and other labor matters to successful outcomes that have saved his clients millions of dollars in labor costs and allowed them to operate efficiently.

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*® 2001-2022, Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment (listed for 20 years)
    - *Best Lawyers' 2016 Albany Labor Law - Management Lawyer of the Year*
    - *Best Lawyers' 2014 Albany Litigation - Labor & Employment Lawyer of the Year*
    - *Best Lawyers' 2013 Albany Employment Law - Management Lawyer of the Year*
    - *Best Lawyers' 2012 Albany Labor Law - Management Lawyer of the Year*
    - *Best Lawyers' 2011 Albany Labor and Employment Lawyer of the Year*
  - *Martindale-Hubbell*®, AV Preeminent Rated
    - *Top-Rated Lawyer in Labor and Employment Law*

### Education

- Syracuse University College of Law (J.D., *summa cum laude*, *Valedictorian*, 1980)
- Cornell University School of Industrial and Labor Relations (B.S. 1977)

### Bar/Court Admissions

- New York

### Practices

- Real Estate and Construction
- Higher Education
- OSHA
- Labor and Employment
- Health Care

- *New York Super Lawyers 2021®*, Employment and Labor (listed for more than 10 years)
  - *Top 25: 2017 Hudson Valley Super Lawyers List*
- New York State Bar Association, Labor Law Section
- Albany County Bar Association
- Justinian Honorary Law Society, President, 1979-1980
- Order of the Coif
- Editor-in-Chief, *Syracuse Law Review*

### **Representative Publications**

- Quoted in "Unions fight back after Supreme Court defeat," *The Daily Gazette*, June 27, 2018