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Profile

Nicholas has represented and counseled Albany Law School, Albany Medical College, Rensselaer Polytechnic Institute, The Sage Colleges, Bennington College, and Skidmore Colleges. He represents institutions in labor and employment matters, including anti-discrimination proceedings, affirmative action matters, employment litigation, disability proceedings, and wage-hour matters.

His work for higher education institutions also includes student affairs, including disability and accommodation issues and Title IX matters, and faculty affairs, such as tenure, contracts, discipline and dismissal, and Yeshiva status. He represents the institutions when administrative or litigation claims are brought before state and federal agencies and courts.

Nicholas also represents higher education institutions and other employers in collective bargaining, arbitrations, unfair labor practice proceedings before the National Labor Relations Board and state labor agencies.

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*
 - *New York Super Lawyers 2021*®, Employment and Labor (listed for more than 10 years)
 - *Top 25: 2017 Hudson Valley Super Lawyers List*

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

- 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