



## Peter A. Jones

### Member

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## Profile

**With his clients Pete gets right in the thick of things. From whatever direction difficult labor situations arise, Pete will pivot and figure out how to avoid or address it. He is who clients want on their team.**

Creating effective strategies to avoid liability, reduce exposure or proactive plans to meet clients' objectives, Pete counsels and represents employers in:

- employment litigation
- wage and hour proceedings
- union organizing campaigns
- unfair labor practice proceedings
- collective bargaining negotiations
- labor arbitrations
- strikes and picketing situations
- discrimination claims

Deputy Chair of the labor department, Pete represents employers in many industries. With numerous college and university clients Pete is the Co-Chair of the Bond Higher Education Practice Group. Pete also represents a number of municipalities in labor matters, including proceedings before PERB and compulsory interest arbitration under New York's Taylor Law.

He also provides a broad range of training to executives, supervisors, managers and employees, including EEO and anti-harassment compliance, wage and hour issues, investigations of workplace misconduct, documentation and performance reviews, electronic discovery and avoiding workplace violence.

## Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*® 2019, Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment (listed for 10 years)
    - *Best Lawyers' 2018 Syracuse Labor Law - Management Lawyer of the Year*
    - *Best Lawyers' 2013 Syracuse Labor Law - Management Lawyer of the Year*
  - *Martindale-Hubbell*®, AV Preeminent Rated
    - *Top-Rated Lawyer in Labor and Employment Law*
  - *New York Super Lawyers 2018*®, Employment and Labor (listed for 10 years)
- American Bar Association, Labor and Employment Law Section
- New York State Bar Association, Labor and Employment Law Section

## Education

- University of Pennsylvania Law School (J.D., *cum laude*, 1992)
- Cornell University School of Industrial and Labor Relations (B.S. 1989)

## Bar/Court Admissions

- New York
- 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

- School Districts
- Municipalities
- Long Term Care
- Higher Education
- Labor and Employment
- Health Care

- Onondaga County Bar Association
- Society for Human Resource Management
- CNY SHRM Board of Directors
- National Association of College and University Attorneys
- College and University Professional Association for Human Resources
- Articles Editor, *University of Pennsylvania Law Review*

## Representative Presentations

- Legal Update, Upstate New York Healthcare Human Resource Conference, October 7, 2016
- What the NLRB Ruling on Student Assistants Means for Private Colleges and Universities, Employment Law Alliance Webinar, September 13, 2016
- Are College Athletes Also Employees Under the National Labor Relations Act: The Northwestern Case and Beyond, Labor and Employment Relations Association Central New York Chapter, October 8, 2015
- Legal Update, 2015 Upstate New York Healthcare Human Resources Conference: Forging Ahead in HR, September 17, 2015
- New York State Bar Association, Labor & Employment Law Section: Fasten Your Seatbelt - The NLRB's Pending Cases Could Signal Dramatic Changes, September 12, 2014
- Federal Court Bar Association, Northern District of New York: Implications of the NLRB Regional Director's Decision That Scholarship Football Players Are Employees Under the National Labor Relations Act, August 11, 2014
- College and University Professionals Association (CUPA), Human Resources, Eastern Region Conference: The Fair Labor Standards Act for Colleges and University, March 24, 2014
- Bond, Schoeneck & King's In-House Counsel CLE Series: Labor and Employment Law Insights - Examining the Impact of Recent Developments on the Workplace, November 20, 2013

## Representative Publications

- Quoted in "NLRB Ruling Blurs Line Between Students, Employees," *Law360*, August 23, 2016
- Quoted in "The Meaning of the NLRB Ruling on Company Email Usage for Union Organizing," *Business Journal News Network*, January 9, 2015
- "National Labor Relations Board Reissues Proposed Rule On "Quickie" Elections - Are You Prepared?," *Manufacturing Matters Legal Update*, March 2014
- "New York Federal Court Dismisses Sexual Harassment Claim of Unpaid Intern - Time to Examine Your Policies and Practices Regarding Interns," *Manufacturing Matters Legal Update*, December 2013
- "New York Amends Smoking Law Hospital and Residential Health Care Employers Affected," *New York Employment Law Newsletter*, October 2013
- Jones and Gaal, "Disability Discrimination in Higher Education," *28 Journal of College and University Law* 435

## Other Activities

- Board Member, Central New York Research Corporation
- Board Member, Syracuse Youth Golf (First Tee of Syracuse)