



## Peter A. Jones

### Member

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## Profile

**Pete counsels and represents employers of all types and sizes in a variety of labor and employment-related contexts, including employment litigation in Federal and State courts, collective bargaining negotiations, wage and hour compliance and proceedings before administrative agencies and the courts, labor arbitrations, union organizing campaigns, strikes and picketing, and representation and unfair labor practice proceedings before the National Labor Relations Board.**

Pete represents a number of hospitals and long-term care facilities in labor negotiations, grievance arbitration, administrative proceedings and state and federal court litigation. He also represents a number of manufacturers of medical devices and health insurance providers. Pete is a frequent speaker on a variety of labor and employment topics, and has served as a guest lecturer at the Maxwell School at Syracuse University. He has also written extensively on labor and employment law topics, having authored articles that appeared in the New York State Society for Human Resource Management's *HR Review*, the *Labor Lawyer* and the *Journal of College and University Law*.

## Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*® 2020, Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment (listed for 10 years)
    - *Best Lawyers Syracuse Litigation - Labor and Employment Lawyer of the Year, 2020*
    - *Best Lawyers Syracuse Labor Law - Management Lawyer of the Year, 2013, 2018*
  - *Martindale-Hubbell*®, AV Preeminent Rated
    - *Top-Rated Lawyer in Labor and Employment Law*
  - *New York Super Lawyers 2019*®, 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
- Onondaga County Bar Association
- Society for Human Resource Management

## 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

- 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)

