



Robert F. Manfredo

Member

rmanfredo@bsk.com
22 Corporate Woods Boulevard
Suite 501
Albany, NY 12211-2503
(518) 533-3202
(518) 533-3299 fax

268 Broadway
Suite 104
Saratoga Springs, NY 12866-4281

Profile

Honors & Affiliations

- Listed in:
 - The Best Lawyers in America®, Employment Law – Management; Labor Law – Management; Litigation – Labor and Employment, 2020-2026 (listed for more than 5 years)
 - Lawyer of the Year (Albany), Labor Law – Management, 2024
 - New York Super Lawyers®, Employment and Labor, 2023-2025
 - Rising Star, Employment and Labor, 2016-2022
- New York State Bar Association
- Albany County Bar Association
- Northern District of New York Federal Court Bar Association
- Justinian Honorary Law Society
- Judge Bernard S. Meyer Scholarship Recipient
- Albany Law School Chapter of the National Order of the Barristers
- Winner of the Domenick L. Gabrielli Appellate Advocacy Moot Court Competition
- Winner of the Donna Jo Morse Negotiations Competition
- Executive Editor for Research & Writing, *Albany Law Review*

Representative Presentations

- 2023 Legal Update, MVSHRM Webinar, January 31, 2023
- 2022 Legal Update, MVSHRM Webinar, January 27, 2022
- The "Gig" is Up: Traps and Pitfalls of Contractors, Volunteers & Interns, Mid-Hudson Human Resources Association, September 9, 2021
- Employment Law Update – What You Need to Know for 2021, Capital Region Building Owners and Managers Association, December 16, 2020
- New Rules Regarding Family and Medical Leave Expansion Act and the Emergency Paid Sick Leave Act Webinar, NYS Care Management Coalition, April 1, 2020

Education

- Albany Law School (J.D., *magna cum laude*, 2008)
- Siena College (B.A., *magna cum laude*, 2005)

Bar/Court Admissions

- New York
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Southern District of New York

Practices

- Higher Education
- Labor and Employment
- Manufacturing

- Compliance with Federal and NYS Requirements Related to COVID-19, NYS Coalition for Children's Mental Health, March 30, 2020
- Employment Law Update, Building Owners and Managers Association, October 16, 2019
- The "Gig" is Up: Traps and Pitfalls of Contractors, Volunteers, & Interns, New York State SHRM Conference, September 24, 2019
- Employment Law Basics for Managers/Business Owners, MVSHRM Professional Development Program, April 2, 2019
- Interns, Contractors and Volunteers: The Importance of Proper Classification, MVSHRM Webinar, February 12, 2019
- Legal Updates: 2018 Year In Review – 2019 Look Ahead, Mid-Hudson Human Resources Association, February 7, 2019
- Navigating Employee Handbooks: A Review of Key Policies & Considerations, Capital Region Chamber, November 13, 2018
- Understanding New York's Sexual Harassment Legislation, CDPAANY Conference, October 17, 2018
- Strategies for Defending Administrative Employment Claims, Utica Claims Association October Meeting, October 11, 2018
- How to Effectively Conduct Workplace Investigations, 2018 New York State SHRM Conference, September 23, 2018
- The "Gig" is Up: Tax Traps and Pitfalls of Contractors, Volunteers and Interns, Albany Marriott, May 16, 2018
- Managing an Aging Workforce: How to Respectfully and Lawfully Handle the Unique Challenges, The Chamber of Southern Saratoga, April 25, 2018
- 2018 Capital Region Human Resource Association Annual Conference and Marketplace, Unique and Challenging ADA Accommodation Issues, March 29, 2018
- Columbia-Greene JSEC, Legal Update, March 22, 2018
- 2018 March To Success, Sexual Harassment in the Workplace and New York Paid Family Leave: What Employers Need to Know, March 21, 2018
- New York State Paid Family Leave, New York Credit Union Association, Capital Region Chapter, October 2017
- Unique and Challenging ADA Accommodation Issues, Bond Labor and Employment Law Academy, September 12, 2017
- Adirondack Human Resource Association, How to Prepare Employee Handbooks, September 2017
- New York State Paid Family Leave, New York State Payroll Conference Association 2017 Statewide Conference, September 29, 2017
- Tackling Five Complex FMLA Issues, NYS SHRM Annual Conference, September 24, 2017
- Documenting the Employment Relationship & Overview of New York Paid Family Leave, Empire State Society of Association Executives CEO Symposium, September 10, 2017
- Documenting the Employee Relationship: From Offer Letter to Termination, Bond's Statewide Labor, Employment & HR Conference - Workplace 2017

- Managing an Aging Workforce: How to Respectfully and Lawfully Handle the Unique Challenges, Bond's Statewide Labor, Employment & HR Conference - Workplace 2017
- Conducting HR Audits, MVSHRM, Half-Day Professional Development Program, March 14, 2017
- Unemployment Claims and Preparing for Unemployment Hearings, Mid-Hudson Human Resources Association, January 12, 2017

Representative Publications

- Quoted in "Salary History Bans Could Reshape Pay Negotiations," Society for Human Resource Management, Feb 16, 2018
- Manfredo, Robert F. and Stevens, Christopher J., "FLSA Changes and Wage Theft Protection Act Notices," *The HR Advisor*, August 3, 2016

Other Activities

- Board of Directors, Legal Aid Society of Northeastern New York, January 2022 - Present
- Human Resources Committee, Double "H" Hole in the Woods Ranch. October 2014 - Present
- Board of Directors, Capital Region Human Resource Association, February 2015 - June 2018
- Leadership Tech Valley, Class of 2011
- Mohawk Valley Society for Human Resource Management
- Society for Human Resource Management