



Subhash Viswanathan

Member

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Profile

Honors & Affiliations

- Listed in:
 - *The Best Lawyers in America*®, Education Law, 2010-2024 (listed for 15 years)
 - Lawyer of the Year (Syracuse), Education Law, 2013; 2018; 2024
 - *New York Super Lawyers*®, Employment and Labor, 2023
 - *Martindale-Hubbell*®, AV Preeminent Rated
- New York State Bar Association
- Onondaga County Bar Association

Representative Presentations

- “Who Wants to be a Millionaire” – A Step-by-Step Guide to Defending SDHR and EEOC Cases, New York State Association of School Attorneys, 22nd Annual School Attorney Law Conference, June 2, 2023
- Going Back to the Workplace: Cannabis and HERO ACT Safety Standards, The Business Council of New York State, Annual Meeting, September 23, 2021
- New York State Travel Advisory Briefing, MACNY, July 16, 2020
- Preventing and Addressing Sexual Harassment in the Workplace, New York State Public Housing Authority Directors Association Fall Conference, October 18, 2019
- 2018 Legislative Update, CNY SHRM, January 15, 2018
- FLSA White Collar Exemptions, College and University Business Officers, October 18, 2016
- New York’s New Paid Family Leave Act, NYS Statewide Association of the American Payroll Association Statewide Payroll Conference, September 23, 2016
- FLSA White Collar Exemption Regulations, Manufacturers Association of Central New York, September 20, 2016
- Fair Share or Free Speech? *Friedrichs v. California Teachers Assoc.*, The Labor and Employment Relations Association of Central New York, March 10, 2016

Education

- Duke University School of Law (J.D., *with high honors*, 1995)
- Cornell University School of Industrial and Labor Relations (B.S., *with honors*, 1992)

Bar/Court Admissions

- New York
- U.S. Supreme Court
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Northern District of Indiana
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York

Practices

- School Law
- Labor and Employment
- Hospitality and Tourism

- The Supreme Court's Decision in *EEOC v. Abercrombie*: What Can Employers do to Reduce the Risk of Religious Discrimination Claims in the Hiring Process?, Monroe County Bar Association, October 6, 2015
- Not in My Backyard: Restricting Competition by Former Employees, New York State Bar Association, Labor and Employment Law Section, September 25, 2015
- What Firms Look for in Potential Summer Associates: Acing Your BigLaw Interviews and Mock Interviews/Career Chats, Cornell Law School BLSA, LALSA, & NALSA Professional Development Boot Camp, March 22, 2014

Representative Publications

- NYS Announces Minimum-Wage Rise for Upstate Employers, *CNYBJ*, October 17, 2022
- NY's Minimum Salary Level to Qualify for Executive Exemptions Will Rise, *Central New York Business Journal*, January 3, 2022
- Positive Developments For New York State Employers, *Central New York Business Journal*, July 10, 2020
- Quoted in "Does Your Workplace Ban Natural Hairstyles?" *Human Resource Executive*, September 17, 2019

Other Activities

- President, Legal Aid Society of Mid-New York, Inc.
- President, Legal Services of Central New York, Inc.
- Board Member, Jamesville-DeWitt Little League
- Board Member, Onondaga County Bar Association