



## Terry O'Neil

### Member

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## Profile

**Terry is an adjunct professor at St. John's University School of Law where he teaches public sector labor law. He was one of eight editors of the first text on Public Sector Labor Law published by the New York State Bar Association.**

Terry is labor counsel to Pace University where he negotiated its first contract with its adjunct union, represented by the NYS United Teachers. Terry's practice includes collective bargaining, arbitration, employment discrimination and litigation, wage-hour matters, ERISA and OSHA. He has represented some of the largest municipalities in the State of New York, e.g., Nassau and Westchester Counties, and the Cities of Yonkers, Mount Vernon and Buffalo, and the Yonkers and Buffalo Boards of Education. He also represents the Villages of Scarsdale, Bronxville, Port Chester and Garden City. Terry has represented over 20 school districts and regularly handles "high profile" disciplinary proceedings, including an Education Law §3020-a case with the highest fine (\$100,000) in the history of the State.

Terry also has represented private sector clients in negotiations and litigation throughout the United States and has extensive experience in the printing, recording, service and restaurant industries. Terry is a frequent speaker and has authored numerous articles published in law reviews and labor law journals.

## Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment, 2006-2025 (listed for 20 years)
  - Lawyer of the Year (Long Island), Employment Law - Management, 2017, 2020, 2025
  - Lawyer of the Year (Long Island), Labor Law - Management, 2018, 2024
  - Lawyer of the Year (Long Island), Litigation - Labor and Employment, , 2022
  - *New York Super Lawyers*, Employment & Labor (listed for more than 15 years)
  - *Who's Who in Labor Law*
  - *Martindale-Hubbell*®, AV Preeminent Rated

## Education

- St. John's University School of Law (J.D. 1970)
- St. John's University (B.A., *cum laude*, 1967)

## Bar/Court Admissions

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

## Practices

- School Law
- Municipalities
- Higher Education
- Labor and Employment

- New York State Bar Association, Executive Board, Labor and Employment Law Section
- St. Thomas More Scholar (Full Law School Tuition Scholarship)

### Representative Presentations

- Public Sector Interest Arbitration: An Overview of the New Amendments to the Taylor Law, Thoughts on their Impact and Other Possible Improvements, Labor and Employment Relations Association - NYC Chapter
- Judicial Review of PERB (Public Employment Relations Board) and Public Sector Arbitration Decisions, NYSBA Labor & Employment Law Section Fall Meeting, Niagara Falls, Canada

### Representative Publications

- Co-Author, "To Bargain, Or Not To Bargain? That Is the Question," *Talk of the Towns and Topics*, Nov/Dec 2022
- Quoted in "Long Beach, Garden City reduce number of paid firefighters," *Long Island Business Journal*, June 5, 2016

### Other Activities

- Past President, NY State Public Employer Labor Relations Association