



## Terry O'Neil

### Member

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## Profile

**For more than 50 years, Terry has been a presence on the labor and employment law stage in New York State.**

During the course of his career, Terry has represented some of the largest municipalities in the State of New York and has regularly handled high-profile disciplinary proceedings, including an Education Law Section 3020-a case that imposed the highest fine in the history of the State (\$100,000).

### Trusted Advisor to Counties, Cities and Towns

Terry's practice includes collective bargaining, arbitration, employment discrimination and litigation. In addition to having represented more than 20 school districts, Terry has represented:

- Nassau County
- Westchester County
- City of Yonkers
- City of Mount Vernon
- City of Buffalo
- City of Watertown
- City of Long Beach
- City of Canandaigua
- Village of Garden City
- Village of Bronxville
- Village of Scarsdale
- Village of Port Chester
- Village of Hempstead
- Town of Yorktown

### Improving Business Workforce

Terry's renown in the labor and employment world is not confined to the public sector or even to the New York metropolitan area. He has represented businesses and companies in negotiations and litigation throughout the United States and has experience in the printing, recording, service, restaurant and higher education industries.

Terry is currently labor counsel to Pace University.

### Author of the Book on Public Sector Law

Terry was one of only eight editors of the first text on Public Sector Labor Law published by the New York State Bar Association. He also co-authored with E.J. McMahon from the Empire Center for New York State Policy - an in-depth analysis of 40 years of the Taylor Law entitled, "Taylor Made: The Cost and Consequences of New York's Public Sector Labor Law." He updated the study for the law's 50th anniversary in 2018. Terry and Mr. McMahon also published a Report on the impact of the Triborough Law entitled, "Triborough Trouble -- How an Obscure State Law

## 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

Guarantees Pay Hikes for Government Employees -- and Raises the Tax Toll on New Yorkers." He also co-authored an article entitled, "Taylor Law Implications of Municipal Consolidation and Dissolution."

### **An Acclaimed Speaker and Author**

Terry has lectured extensively on numerous labor topics throughout the United States. He has spoken at the NYS Conference of Mayors, NYSPELRA and MASLA.

He has also authored numerous articles published in law reviews and labor law journals, including:

- *"An Experiment in Compulsory Arbitration: Section 716 of the New York State Labor Relations Act"*
- *"Academic Freedom in New York Earns an 'F' for Foggy"*
- *"Legislative Relief Required for Municipalities to Cope with Disability Benefits Obligation"*
- *"The Right to Privacy Tips the Scales: Teachers are Stopped from Picketing Board Members' Homes and Places of Business"*
- *"Jury Waivers: An Alternative to Arbitration"*
- *"Court of Appeals Rejects a Union Attack on Pension relief for Public Employers"*

Terry is a *cum laude* graduate of St. John's University School of Law where he was a Thomas More scholar and served as Publications Editor of the St. John's Law Review. Terry eventually returned to St. John's Law as an adjunct professor for many years, teaching Public Sector Labor Law.

### **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
- 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