



Theresa E. Rusnak

Associate

trusnak@bsk.com
350 Linden Oaks
Third Floor
Rochester, NY 14625-2825
(585) 362-4866
(585) 362-4701 fax

Profile

Theresa represents employers in matters of labor and employment law. She regularly works with colleges and universities, manufacturers, non-profits and school districts to ensure compliance with the ever-changing statutes and regulations under New York and federal law.

Theresa particularly enjoys representing religious organizations and entities, and advising them on compliance with state and federal law, while being mindful of their unique circumstances. Theresa has represented clients in EEOC, Division of Human Rights, OSHA, NCAA and Department of Labor investigations, and corresponding litigation matters.

Honors & Affiliations

- New York State Bar Association
- Monroe County Bar Association
- Articles Editor, *Georgetown Journal of Legal Ethics*

Representative Publications

- "DOL Issues Temporary Regulations on Families First Coronavirus Response Act," *Centrail New York Business Journal*, April 17, 2020
- Theresa E. Rusnak and Tyler T. Hendry, "Survey: Labor and Employment Law," *Syracuse Law Review*, Spring 2019
- Interviewed for "SCOTUS decisions could impact unions," *Rochester First*, June 27, 2018
- Interviewed for "What the *Janus* decision means for New York's workforce," *Spectrum News Rochester*, June 27, 2018
- Interviewed for "#MeToo movement is changing how companies deal with harassment," *Rochester Business News BizCast*, March 22, 2018
- Interviewed for "#MeToo is changing HR approach," *The Daily Record*, March 21, 2018
- Theresa E. Rusnak and James Holahan, "No Help Wanted: The Regulation and Elimination of Retail Positions," *New York Law Journal*, February 26, 2018
- "How Do You Spell P-A-I-D F-A-M-I-L-Y L-E- A-V-E?: An Exploration of New York's Paid Family Leave Act," *New York State Bar Association Labor and Employment Law Journal*,

Education

- Georgetown University Law Center (J.D. 2016)
- College of the Holy Cross (B.A., *magna cum laude*, 2013)

Bar/Court Admissions

- 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

- Labor and Employment
- Manufacturing

Fall 2017

- Theresa E. Rusnak and James Holahan, "Increasing State and Local Government Activism Creates Compliance Minefield," *New York Law Journal*, February 27, 2017

Representative Presentations

- COVID-19 In the Workplace: Where We Are and Where We Are Headed, Monroe County Bar Association, May 7, 2020
- 2019 Legal Update, Finger Lakes Tourism Association, January 28, 2020
- 2019 Legal Update, Thompkins County SHRM, January 22, 2020
- 2019 Legal Update, GAPA, November 25, 2019
- 2019 Legal Update, Southern Tier Human Resources Association Crossover Event, November 6, 2019
- 2019 Legal Update, JSEC, October 24, 2019
- Gender Identity in the Workplace, Human Resources Association of the Twin Tiers, October 10, 2019
- Gender Identity in the Workplace, Rochester Chapter of the National Human Resources Association, September 10, 2019
- "Marijuana: Impacts on the Workplace," QUEST HR, June 27, 2019
- "Marijuana: Impacts on the Workplace," ARC Collaborative, May 8, 2019
- "Preventing Sexual Harassment in an Evolving Legal and Cultural Landscape," New York State Rotary Club Chapter Meeting, April 14, 2019
- "Sexual Harassment in Not-for-Profit organizations," Multi District President Elect Training Seminar, March 15, 2019
- "Training The Trainer: Everything You Need to Know for the New Harassment Training Required by Law," Central New York SHRM, January 24, 2019
- "New York's Sexual Harassment Policy and Training Requirements," GAPA Human Resource Association, November 7, 2018
- "9 to 5 No More: Regulating Employee Off- Duty Conduct," New York State Public Housing Authority Association, October 24, 2018
- "2018 Legal Update, GAPA Human Resource Association," October 8, 2018
- "Continuing Paid Family Leave," Independent Bankers Association, June 12, 2018
- "Navigating Sexual Harassment in an Evolving Legal and Cultural Landscape," Manufacturing Association of Central New York, May 5, 2018
- "New York Paid Family Leave: Are You Ready?" New York State Automobile Dealers Association, February 22, 2018
- "Sexual Harassment After Harvey Weinstein: Options for Navigating and Evolving Legal Landscape," New York State Automobile Dealers Association, January 11, 2018
- "New York Paid Family Leave: Top Five Tricky Issues," Job Service Employer Committee, Inc., October 18, 2017

Other Activities

- Hope for Two ... the Pregnant with Cancer Network, Board Member

