

LABOR AND EMPLOYMENT LEGAL SERVICES FOR SCHOOL DISTRICTS

Bond, Schoeneck & King's labor and employment law department is comprised of more than 60 attorneys representing several hundred employers in the public and private sectors throughout New York State.

Our labor and employment practice on behalf of school districts encompasses a full range of services, including collective bargaining, labor arbitration, improper practice proceedings before the Public Employment Relations Board and related court proceedings. In each of these areas, our services vary in accordance with our clients' needs. By way of example, for some districts, one of our attorneys serves as chief spokesperson in collective bargaining, while for others we are present during negotiations as a resource or work behind the scenes counseling the district bargaining team. In the education arena, we have extensive experience with both NYSUT and NEA, as well as other unions, in collective bargaining, grievance arbitration, Section 3020-a proceedings, Section 75 proceedings, and other types of administrative, state court and federal court litigation.

A substantial portion of our practice involves defending employers, including school districts, in the burgeoning area of employment discrimination, claims based on race, age, sex, disability, national origin, marital status and religious affiliation. We regularly represent districts in administrative investigations and hearings before the New York State Division of Human Rights and the Equal Employment Opportunity Commission, in related appeals, and in state and federal courts.

Our attorneys provide assistance in the preparation and/or review of employment-related school board policies and administrative regulations. We routinely provide counseling on day-to-day employee relations matters and on a full range of equal employment opportunity issues. Again, the scope of these services is tailored to the individual district's needs. They may range from counseling the human resources administrator on an individual employee's situation to conducting seminars for administrators on issues such as sexual harassment or compliance with the Americans with Disabilities Act.

Our attorneys are also experienced in the full range of other labor matters likely to be encountered by any employer, including state and federal wage and hour matters, OSHA regulations and enforcement, veterans' reemployment rights matters and unemployment insurance matters.

At Bond, we have built our school districts practice on a commitment to excellence and client satisfaction. We do not approach the labor and employment law representation of any client with a pre-determined style. Instead, we recognize that one of our most important responsibilities is to understand our clients' needs and objectives and to adapt the style of our representation accordingly. We pride ourselves not only on having labor and employment attorneys whose experience is unsurpassed, but in having the capability and willingness to respond to new challenges and issues as they arise, in a timely, efficient, and cost effective manner. We are available 24 hours a day, seven days a week to service our clients' needs.

About Bond, Schoeneck & King

Bond serves individuals, companies and public-sector entities in a broad range of areas.

With more than 300 lawyers and 16 offices, we represent clients in manufacturing; agribusiness; commercial lending and real estate and construction; energy; health care and long term care as well as municipalities, school districts, higher education and other exempt and nonprofit organizations. We maintain 11 offices across New York; and one each in Boston; Kansas City; Naples; West Palm Beach; and Red Bank, New Jersey.

Bond is committed to understanding our clients' needs and providing comprehensive, practical, high-quality and responsive solutions. We strive to maintain the highest professional and ethical standards, and to provide leadership in community activities, pro-bono work and service to the Bar.

For more information, visit bsk.com.

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