



## Robert F. Manfredo

### Member

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### Profile

**Rob is the deputy office managing member of the firm's Albany office. Recognized in *Best Lawyers in America* in the areas of Labor and Employment and Employment Litigation, Rob counsels and represents a wide variety of employers—including colleges, healthcare systems and medical practices, human services organizations, manufacturing facilities and other for-profit business—to ensure compliance with the vast array of laws and regulations that employers encounter.**

Rob provides proactive counseling and guidance on compliance issues, workplace accommodations, leaves of absence, wage and hour laws, and employee discipline, and regularly reviews and drafts policies, employee handbooks and employment-related agreements. He strives to provide his clients with solutions that are not only legally compliant but that are also practical and meet the unique needs of the employer that he is advising.

Rob has extensive experience working with clients on “traditional” labor relations matters, including petitions filed by employees seeking to unionize, collective bargaining, representing employers through grievance and arbitration proceedings, and defending unfair labor practice proceedings before the National Labor Relations Board.

In situations where an employer may be faced with an allegation of discrimination, harassment, or retaliation, Rob routinely represents employers in proceedings before the New York State Division of Human Rights, the Equal Employment Opportunity Commission and in state and federal courts.

Some of Rob's representative cases include:

- Summary judgment granted in favor of a manufacturing facility, dismissing a federal lawsuit where the plaintiff alleged hostile work environment based on race.
- Summary judgment granted in favor of a college, dismissing state law claims of fraud and breach of contract asserted by a former faculty member.
- Voluntary withdrawal of a federal lawsuit alleging retaliation under the First Amendment and New York Human Rights Law.
- Dismissal of unfair labor practice charges following a trial before an Administrative Law Judge, alleging unlawful termination of two employees.

### Education

- Albany Law School (J.D., *magna cum laude*, 2008)
- Siena College (B.A., *magna cum laude*, 2005)

### Bar/Court Admissions

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

### Practices

- Higher Education
- Labor and Employment
- Manufacturing

- Dismissal of numerous DHR complaints and EEOC charges alleging claims of disparate treatment and harassment based on race, age, sex, disability, sexual orientation, criminal conviction status, national origin, and religion.

Rob is an adjunct faculty member at Albany Law School where he teaches a masters' level course in labor law. He also serves on the Board of Directors of the Legal Aid Society of Northeastern New York and on the Human Resources Committee for the Double "H" Ranch.

## Honors & Affiliations

- Listed in:
  - The Best Lawyers in America®, Employment Law – Management; Labor Law – Management; Litigation – Labor and Employment, 2020-2024 (listed for 5 years)
    - Lawyer of the Year (Albany), Labor Law – Management, 2024
  - New York Super Lawyers®, Employment and Labor, 2023
    - Rising Star, Employment and Labor, 2016-2022
- New York State Bar Association
- Albany County Bar Association
- Northern District of New York Federal Court Bar Association
- Justinian Honorary Law Society
- Judge Bernard S. Meyer Scholarship Recipient
- Albany Law School Chapter of the National Order of the Barristers
- Winner of the Domenick L. Gabrielli Appellate Advocacy Moot Court Competition
- Winner of the Donna Jo Morse Negotiations Competition
- Executive Editor for Research & Writing, *Albany Law Review*

## Representative Presentations

- 2023 Legal Update, MVSHRM Webinar, January 31, 2023
- 2022 Legal Update, MVSHRM Webinar, January 27, 2022
- The "Gig" is Up: Traps and Pitfalls of Contractors, Volunteers & Interns, Mid-Hudson Human Resources Association, September 9, 2021
- Employment Law Update – What You Need to Know for 2021, Capital Region Building Owners and Managers Association, December 16, 2020
- New Rules Regarding Family and Medical Leave Expansion Act and the Emergency Paid Sick Leave Act Webinar, NYS Care Management Coalition, April 1, 2020
- Compliance with Federal and NYS Requirements Related to COVID-19, NYS Coalition for Children's Mental Health, March 30, 2020
- Employment Law Update, Building Owners and Managers Association, October 16, 2019
- The "Gig" is Up: Traps and Pitfalls of Contractors, Volunteers, & Interns, New York State SHRM Conference, September 24, 2019

- Employment Law Basics for Managers/Business Owners, MVSHRM Professional Development Program, April 2, 2019
- Interns, Contractors and Volunteers: The Importance of Proper Classification, MVSHRM Webinar, February 12, 2019
- Legal Updates: 2018 Year In Review – 2019 Look Ahead, Mid-Hudson Human Resources Association, February 7, 2019
- Navigating Employee Handbooks: A Review of Key Policies & Considerations, Capital Region Chamber, November 13, 2018
- Understanding New York’s Sexual Harassment Legislation, CDPAANYs Conference, October 17, 2018
- Strategies for Defending Administrative Employment Claims, Utica Claims Association October Meeting, October 11, 2018
- How to Effectively Conduct Workplace Investigations, 2018 New York State SHRM Conference, September 23, 2018
- The “Gig” is Up: Tax Traps and Pitfalls of Contractors, Volunteers and Interns, Albany Marriott, May 16, 2018
- Managing an Aging Workforce: How to Respectfully and Lawfully Handle the Unique Challenges, The Chamber of Southern Saratoga, April 25, 2018
- 2018 Capital Region Human Resource Association Annual Conference and Marketplace, Unique and Challenging ADA Accommodation Issues, March 29, 2018
- Columbia-Greene JSEC, Legal Update, March 22, 2018
- 2018 March To Success, Sexual Harassment in the Workplace and New York Paid Family Leave: What Employers Need to Know, March 21, 2018
- New York State Paid Family Leave, New York Credit Union Association, Capital Region Chapter, October 2017
- Unique and Challenging ADA Accommodation Issues, Bond Labor and Employment Law Academy, September 12, 2017
- Adirondack Human Resource Association, How to Prepare Employee Handbooks, September 2017
- New York State Paid Family Leave, New York State Payroll Conference Association 2017 Statewide Conference, September 29, 2017
- Tackling Five Complex FMLA Issues, NYS SHRM Annual Conference, September 24, 2017
- Documenting the Employment Relationship & Overview of New York Paid Family Leave, Empire State Society of Association Executives CEO Symposium, September 10, 2017
- Documenting the Employee Relationship: From Offer Letter to Termination, Bond’s Statewide Labor, Employment & HR Conference - Workplace 2017
- Managing an Aging Workforce: How to Respectfully and Lawfully Handle the Unique Challenges, Bond’s Statewide Labor, Employment & HR Conference - Workplace 2017
- Conducting HR Audits, MVSHRM, Half-Day Professional Development Program, March 14, 2017
- Unemployment Claims and Preparing for Unemployment Hearings, Mid-Hudson Human Resources Association, January 12, 2017

## Representative Publications

- Quoted in "Salary History Bans Could Reshape Pay Negotiations," Society for Human Resource Management, Feb 16, 2018
- Manfredo, Robert F. and Stevens, Christopher J., "FLSA Changes and Wage Theft Protection Act Notices," *The HR Advisor*, August 3, 2016

## Other Activities

- Board of Directors, Legal Aid Society of Northeastern New York, January 2022 - Present
- Human Resources Committee, Double "H" Hole in the Woods Ranch. October 2014 - Present
- Board of Directors, Capital Region Human Resource Association, February 2015 - June 2018
- Leadership Tech Valley, Class of 2011
- Mohawk Valley Society for Human Resource Management
- Society for Human Resource Management