



## Sanjeeve K. DeSoyza

### Member

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### Profile

With nearly two decades of experience, Sanjeeve focuses his practice on labor and employment matters, serving as co-deputy chair of the firm's Labor and Employment department. He represents employers exclusively and regularly appears on their behalf before federal and state courts, arbitrators, mediators and various government agencies in a broad array of matters, including employment discrimination claims, wage and hour claims, workplace safety concerns, contractual disputes, unfair labor practice charges and union representation petitions. He also represents clients in responding to potential or threatened claims.

Sanjeeve counsels clients on a daily basis in all areas of labor and employment, including recruitment and retention strategies, policy development and implementation, harassment and discrimination prevention, performance management, equal employment opportunity and reasonable accommodation compliance, management training, wage and hour compliance, workplace safety and workplace investigations. He also devotes a very substantial portion of his practice to traditional labor matters, including collective bargaining negotiations, day-to-day labor relations, grievance management, labor arbitrations and proceedings before the National Labor Relations Board.

Sanjeeve also frequently speaks and has published on a variety of labor and employment law topics.

He serves as Deputy Co-Chair of the Firm's Labor and Employment Department. He also serves on Bond's Management Committee.

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*® 2017-2024, Employment Law – Management, Labor Law – Management and Litigation – Labor and Employment (listed for more than 5 years)
    - Lawyer of the Year (Albany), Employment Law - Management, 2023
  - *New York Super Lawyers*® 2016-2023, Employment and Labor
- New York State Bar Association, Labor and Employment Law Section
- Albany County Bar Association

### Education

- Cornell Law School (J.D., *cum laude*, 2002)
- State University of New York at Buffalo (B.A., *magna cum laude*, 1997)

### Bar/Court Admissions

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

### Practices

- Labor and Employment
- Cybersecurity and Data Privacy

- Northern District of New York Federal Court Bar Association
- Labor and Employment Relations Association
- Society for Human Resources Management
- Capital Region Human Resources Association

## Representative Publications

- Quoted in "All Too Familiar – What To Do If You Think You’re Being Sexually Harassed At the Office," *The Daily Gazette*, March 21, 2021
- Quoted in "Labor Attorney Discusses Issues Facing Workers and Employers," *News10*, May 4, 2020
- Quoted in "What You Need to Know About NY's Paid Family Leave Benefits," *The Daily Gazette*, July 27, 2017
- Quoted in "Commenting on Past Employee Behavior Is Thorny Issue," *Healthcare Risk Management*, April 2017

## Other Activities

- Board of Directors, Legal Aid Society of Northeastern New York, January 2013 – December 2021
- Society for Human Resources Management
- Volunteer Baseball and Softball Coach