

# Long Island Business NEWS

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## DOMENIQUE CAMACHO MORAN

*Farrell Fritz*

Domenique Camacho Moran is a partner at Farrell Fritz in Uniondale where she leads the firm's labor and employment practice group. As an advisor, educator and litigator, Camacho Moran's practice runs the gamut of employment law. She has extensive experience in issues that include discrimination, unlawful harassment, wage and hour, leaves of absence and social media in the workplace.

Camacho Moran has worked with small local start-ups to large national employers. Acting as lead counsel, she has represented management in jury trials and hearings in federal and state courts, arbitrations and administrative proceedings. In one particularly notable case, she won a landmark defense verdict for an employer in a class action wage and hour trial. Many millions of dollars were at stake in this lawsuit.

Signed in 2015, New York's Achieve Pay Equity Act (APEA) requires employers to review existing policies and practices regarding compensation, Camacho Moran said.

"Under the APEA, policies prohibiting employees from discussing their base pay, raises, and bonuses with each other are no longer permissible," she said. "In addition, employers will have to clearly articulate their business reasons for pay disparities. Specifically, compensation decisions that result in a pay disparity must be based on 'a bona fide factor other than sex, such as education, training, or



### WHO'S WHO in *Labor and Employment Law*



experience."

"Further, willful violations of the equal pay law, as amended, will subject employers to liquidated damages up to '300% of the total amount of the wages found to be due,'" Camacho Moran noted. "For employers, these changes may mean tweaking existing policies

and procedures regarding the confidentiality of wage information; educating the management team to clarify how and when pay information can be shared; and analyzing current compensation to determine whether pay disparities exist and evaluating the basis for any such differential."

Camacho Moran has been named annually, since 2013, to the Best Lawyers in America and the New York Metro Lawyers Super Lawyers lists. She does a significant amount of public speaking on issues related to employment law. This includes being a keynote speaker for the past several years at the National Association for Mother Centers Annual Work/Life Conference and at the HIA-LI's 2015 - 2016 Women's Leadership events. She is an advisory board member of Make-A-Wish Metro New York, for which she chaired the 2014 and 2015 Walk for Wishes Long Island fundraisers that together raised more than \$250,000.

With more than 85 attorneys, Farrell Fritz is recognized for providing high quality legal services, practical advice and responsiveness. The firm is also known for its deep commitment to the local community. Farrell Fritz handles legal matters in the areas of bankruptcy and restructuring; commercial litigation; construction; corporate and finance; distressed assets; eDiscovery; emerging companies and venture capital; eminent domain; environmental law; estate litigation; health law; labor and employment; land use, municipal and zoning; not-for-profits; real estate; tax planning and controversy; tax certiorari, and trusts and estates for a variety of corporations, not-for-profit organizations and individuals.



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