

WHO'S WHO | in Intellectual Property & Labor Law

DOMENIQUE CAMACHO MORAN

Farrell Fritz, PC



Domenique Camacho Moran, a partner at Farrell Fritz, PC, leads the labor and employment practice group. Moran is a litigator whose practice focuses primarily on employment litigation, including matters arising under Title VII, the Americans with Disability Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, as well as the New York Human Rights Law.

Moran has litigated cases involving wrongful discharge, restrictive covenants, trade secrets, the duty of loyalty, defamation and breach of contract claims. She has represented employers before the National Labor Relations Board in connection with unfair labor practice charges and in

connection with discipline, discharge and contract arbitrations.

Moran advises employers on the practical and legal implications of everyday employment decisions. She regularly prepares and reviews employee handbooks and personnel policies, negotiates and drafts employee separation agreements and counsels companies on staff reorganizations and reductions-in-force.

She also conducts training on many employment-related topics including effective management techniques, human resources fundamentals, litigation avoidance, preventing workplace harassment and discrimination and diversity awareness.

Today's economic challenges have forced many companies to scrutinize their business practices and find ways to be more productive, Moran said.

"While strategizing ways to improve efficiency and profitability, employers must consider the impact of recent and expected changes to federal, state and local employment laws," she said. "The Lilly Ledbetter Fair Pay Act of 2009, for example, elongates the time employees have to allege pay-based discrimination. The practical effect will be that compensation decisions made long ago will be subject to review; in many cases, for as long as the employee continues to work for the company."

Another recent change, the NYS Worker Adjustment and Retraining Notification Act ("New York Warn Act"), requires employers with 50 or more employees to give 90 days notice of a plant closing or mass layoff,

Moran said.

"Considering the number of organizations facing difficult restructuring decisions, familiarity with the elements that trigger the New York Warn Act will be critical," she said.

Moran serves on the board of directors of the Girl Scouts of Nassau County; the executive and program committees of the Nassau County Museum of Art's Women's Executive Network; the work/life corporate committee of the National Association of Mothers' Centers and the American Heart Association's Queens-based Go Red committee.

Moran is a Dean's List graduate of SUNY Stony Brook and a graduate of University of Notre Dame Law School. At Notre Dame she received the Kraft W. Eidman Award presented by the American College of Trial Lawyers for Excellence in Trial Advocacy and was the Lead Notes Editor of The Journal of College and University Law.

Farrell Fritz, PC is a full service law firm with nearly 90 attorneys in five offices located in Uniondale, NYC, Melville, Bridgehampton, and East Hampton. The firm provides legal services to businesses, not-for-profit organizations and individuals in the following areas of law: corporate & banking, including securities and tax law; real estate, including land use, zoning, municipal and environmental law; commercial litigation including creditors' rights and bankruptcy; labor and employment law; estate planning, administration and litigation; and franchise and distribution.