

WHO'S WHO | in Women in Professional Services

**DOMENIQUE
CAMACHO MORAN***Farrell Fritz, PC*

Domenique Camacho Moran is a commercial litigation partner at Farrell Fritz, PC and leads the firm's labor and employment practice group. Moran's practice focuses on advising employers regarding all aspects of employment law including litigation 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. In addition, Moran has litigated cases involving wrongful discharge, restrictive covenants, trade secrets, the duty of loyalty, defamation and breach of contract

claims. She has also 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 uses her extensive litigation experience to minimize her clients' exposure to a wide range of legal risks and is readily available to provide advice and counsel 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.

Employers continue to struggle with the complicated laws and regulations governing employee compensation, Moran said.

"Claims that companies fail to pay the required minimum wage or proper overtime are often coupled with assertions that the employer violated New York's little known 'spread of hours' law," she said. "Not only have lawsuits alleging such violations increased, companies that have been forced to restructure or layoff employees must consider whether those changes have affected their compliance with federal and state laws."

"For example, a manager who used to supervise a team of seven employees and be classified as exempt, now supervises only one employee and performs much of the work himself," she said. "The employer must evaluate whether that manager is now more appropriately classified as non-exempt and eligible for overtime."

During already challenging economic times, the financial risk of non-compliance with wage and hour laws could be devastating, Moran noted.

Moran is a dynamic speaker and has significant experience providing training on many employment-related topics including effective management techniques, human resources fundamentals, litigation avoidance, preventing workplace harassment and discrimination and diversity awareness. Prior to joining Farrell Fritz, Moran was a shareholder at Littler Mendelson, PC.

Moran serves on the board of directors of Girl Scouts of Nassau County; the Work/Life Corporate Committee of the National Association of Mothers' Centers; the American Heart Association's Queens-based Go Red Committee; and on the Executive and Program Committees of the Nassau County Museum of Art's Women's Executive Network.

Moran is a 1990 Dean's List graduate of SUNY Stony Brook and a 1993 graduate of University of Notre Dame Law School.

Farrell Fritz is a full-service law firm with more than 85 attorneys in four offices located in Uniondale, Melville, Bridgehampton and NYC. The firm provides legal services to businesses, not-for-profit organizations and individuals in the following areas of law: bankruptcy & creditors' rights; commercial litigation; corporate & banking, including securities, tax law and distressed assets; healthcare; labor & employment; real estate, including land use, zoning, municipal and environmental law and tax certiorari; and trusts and estates planning administration and litigation.