

# Amy L. Ventry-Kagan

Senior Counsel

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# **Focus Areas**

Discrimination and Harassment Wage and Hour ERISA and Benefit Plan Litigation Labor Management Relations Unfair Competition and Trade Secrets

## **Overview**

Amy Ventry-Kagan regularly litigates employment-related claims, from individual claims of sexual harassment and race, sex, age and disability discrimination, to class and collective actions in the areas of wage and hour and discrimination. She also handles retaliation and wrongful discharge claims and litigates disputes arising in connection with non-compete agreements and breach of contract claims. Amy also litigates single, multi-plaintiff and class action ERISA matters.

She frequently appears in state and federal trial and appellate courts and before the Equal Employment Opportunity Commission, the National Labor Relations Board (NLRB), the New York State Division of Human Rights, and New York and New Jersey Departments of Labor.

She counsels employers in all areas of employment, including:

- Wage and hour compliance
- Managing leaves of absence
- Labor management relations
- Implementing effective disciplinary actions
- Identifying appropriate disability accommodations



Amy has extensive experience investigating internal complaints of sexual and other types of harassment or discrimination, including allegations made against officials at the highest levels.

A significant part of Amy's practice also involves traditional labor law matters such as negotiating collective bargaining agreements and litigating traditional labor law matters arising under the National Labor Relations Act, including representation issues and unfair labor practice claims before the NLRB, as well as arbitration matters pursuant to collective bargaining agreements. She regularly advises employers in connection with union avoidance, organizing campaigns and other labor management issues.

She often represents clients in the following industries:

- Health care
- Financial services
- Telecommunications
- Banking and Insurance
- Retail
- Nutraceuticals
- Education

Additionally, Amy has made numerous written and oral presentations on various employment topics, including:

- Harassment training
- Privacy issues in the workplace
- Restrictive covenants
- Managing leaves of absence
- Conducting workplace investigations

## **Education**

J.D., Temple University James E. Beasley School of Law

B.A., Barnard College, Columbia University

## **Bar Admissions**

Massachusetts New York New Jersey



# Courts

- U.S. Court of Appeals, 2nd Circuit
- U.S. Court of Appeals, 3rd Circuit
- U.S. Court of Appeals, 11th Circuit
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York
- U.S. District Court, Western District of New York
- U.S. District Court, Northern District of New York
- U.S. District Court, District of New Jersey
- U.S. District Court, District of Massachusetts

# **Publications & Press**

Littler Mendelson Welcomes Amy Ventry-Kagan to its Melville, New York Office

*Littler Press Release* April 7, 2010

# **Speaking Engagements**

### #MeToo, Part 2 – Where Do We Go from Here?

2019 New England Employer Conference, Newton, MA September 27, 2019

#### 2015 Tri-State Employer Conference

New York, NY November 5, 2015

#### Littler's Annual Report on the EEOC

Melville, NY March 12, 2015

#### Hiring and Firing: Best Practices and Avoiding Litigation Landmines

Melville, NY September 10, 2014

#### Leave Me Alone: Handling FMLA Leave Abuse and Post-FMLA Accommodation

New York, NY October 25, 2012



# A Look Back / A Look Forward Legal Update: The Top Employment and Labor Issues Affecting New York Employers Melville, NY

June 6, 2012

### Unionized or Not, Changes at the National Labor Relations Board Affect ALL Employers

Melville, NY March 6, 2012

#### What You Need to Know About Flex Work, Telecommuting and Other Alternative Work Arrangements

Melville, NY September 14, 2011

### The Employee from Hell

Melville, NY May 12, 2011

### The Top Employment & Labor Trends to Watch in the Year Ahead

Melville, NY February 16, 2011

### Employee Misclassification: The Risks and How You Can Avoid Them

Melville, NY November 19, 2010

### Weathering the New Wave of Wage & Hour Claims and Class Actions

Melville, NY May 21, 2010