

Ben partners with executives and human resource management to navigate complex employment issues. He enjoys developing strong, collegial relationships with his clients so that he can best understand how to advise them in a way that not only resolves their immediate concerns but also advances their culture and mission. During his time with Harter Secrest & Emery, Ben has had the opportunity to spend extended periods working as de facto in-house employment counsel to multiple international corporations. These experiences have helped Ben to understand that effective legal advice depends on a deep understanding of an organization's underlying business and mission.

Employment Issues in M&A

Ben has significant experience advising national and international clients on the complex employment issues that arise in connection with mergers and acquisitions. From the early planning stages and throughout each transaction, Ben helps employers to minimize liability and to implement seamless employment transitions.

Advocacy

Ben's ultimate goal is to keep his clients out of contentious disputes. But when necessary, Ben advocates for his clients in front of numerous administrative agencies, including the Department of Labor, the Equal Employment Opportunities Commission (EEOC), the New York State Division of Human Rights, the National Labor Relations Board (NLRB), and the Occupational Safety and Health Administration (OSHA).

Training and Investigations

Ben regularly provides training to executive and employee groups on non-harassment, wage and hour, and other labor and employment issues. He is a fully trained civil rights investigator and conducts on-campus sexual misconduct investigations.

In addition, Ben serves as the Chairperson of Harter Secrest & Emery's *Pro Bono* Committee.

Professional and Civic Affiliations

- Board Member, The Strong National Museum of Play
- *Pro bono* service provider to unrepresented litigants at the 7th Judicial District Court Help Center
- Volunteer, Volunteer Lawyers Service Project of Monroe County
- United Way Emerging Leader

Honors and Awards

- Selected to the Upstate New York Super Lawyers Rising Stars list, 2016-2019
- Recipient, "Up and Coming Attorneys" Award, *The Daily Record*, 2017

Publications

- "Another Voice: New NLRB rules mean businesses must be prepared for fast elections," *The Buffalo News*, April 10, 2015



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Admissions

New York

Education

University of Virginia School of Law, J.D.

Brigham Young University, B.A.

- “New ‘quickie’ union election rules coming from NLRB,” *Democrat and Chronicle*, April 9, 2015

News

- Featured in, “Lawyer to Businesses Reopening Friday: Go Above and Beyond State Guidelines,” *New 8 WROC*, May 18, 2020
- Featured in, “Businesses seeking essential status,” *The Daily Record*, April 2, 2020
- Featured in, “Coronavirus and paid leave: What are my rights as an employee in New York?,” *Democrat & Chronicle*, March 12, 2020
- Featured in, “Employers left with plenty of coronavirus-related questions,” *13WHAM*, March 11, 2020

Presentations

- “Guidance for Employers on Responding to the COVID-19 Pandemic,” Harter Secrest & Emery LLP webinar series, March-June 2020
- “What’s on Everyone’s Mind: The Top 5 Labor and Employment Questions We Receive,” Harter Secrest & Emery’s Labor and Employment Law Conference, April 30, 2019
- “When Good Employees Post Bad Comments: Social Media in the Workplace in 2019,” Harter Secrest & Emery’s Labor and Employment Law Conference, April 30, 2019
- “Conducting Effective Workplace Investigations,” Genesee Valley Chapter of the Society for Human Resource Management (SHRM), March 27, 2019
- “Legal Update 2019,” Genesee Valley Chapter of the Society for Human Resource Management (SHRM) and the National Human Resource Association-Rochester Affiliate, February 13, 2019
- “HR 201: Advanced Concepts and Case Studies in Employment Law,” Harter Secrest & Emery’s Labor and Employment Law Conference, April 26, 2018
- “Internal Ethics Investigations for HR Professionals,” Harter Secrest & Emery, February 7, 2018
- “Working Through the Ever-Changing Employment and Labor Law Landscape,” Southern Tier Central Regional Planning & Development Board meeting, August 22, 2017
- “Title IX and Enough and Enough: A Mandate and a Microscope—Preparing You For Next Year,” Harter Secrest & Emery’s Higher Education Conference, August 3, 2017
- “Employee Classifications at Automobile Dealerships,” Rochester Automobile Dealers’ Association, May 10, 2017
- “Legislative/Regulations Insights,” Harter Secrest & Emery’s Labor and Employment Law Conference, April 5, 2017
- “Impact of Changing Labor Laws,” Eyes on the Future Radio Show WHAM 1180, August 2016
- RADA Controller Series, Rochester Automobile Dealers’ Association, August 17, 2016
- “FLSA Overtime Exemptions - Countdown to Compliance” webinar, Harter Secrest & Emery LLP, June 15, 2016
- “Cyber Security and Human Resources - Addressing Legal Risk,” National Human Resources Association, Rochester, March 8, 2016
- “New World of Workplace Wages,” Eyes on the Future Radio Show WHAM 1180, October 2015

