

Dave Kresock advises both private and public sector employers regarding all areas of labor relations and employment law, in both union and non-union environments. Dave counsels management on all issues affecting the employer-employee relationship, including:

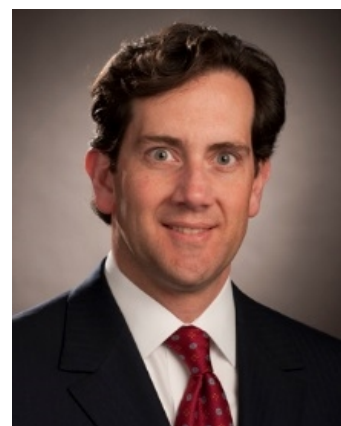
- Personnel policies and practices.
- The collective bargaining process and contract negotiations.
- Grievance and arbitration/dispute resolution.
- Defense of private and public sector unfair labor practice charges.
- Representation of management before the National Labor Relations Board, the New York Public Employment Relations Board, the New York Commissioner of Education and in the other federal and state agencies, and federal and state courts.
- Wage/hour questions, including issues related to public employers, agricultural employers and other special industries.
- Defense of all types of discrimination and harassment charges, including representation before the Equal Employment Opportunity Commission and the New York State Division of Human Rights.
- Leave issues, including compliance with the FMLA, ADA, and Workers' Compensation Law.
- Employment contract claims and employment-related torts.
- Compliance with the New York Civil Service law, including disciplinary proceedings under Civil Service Section Law 75.

Professional and Civic Affiliations

- Member, American Bar Association
- Member, New York State Bar Association
- Former Board Member, Hillside Children's Center

Honors and Awards

- Recognized by *Chambers USA* from 2019–2020 in the field of Labor and Employment
- Named as *Best Lawyers*® 2013 Litigation – Labor & Employment “Lawyer of the Year” in Rochester, NY
- Selected by his peers for inclusion in *The Best Lawyers in America*® in the field of Litigation – Labor & Employment Law
- Selected to the Upstate New York Super Lawyers list, 2013-2020



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Admissions

New York

Education

Cornell Law School, J.D., *cum laude*State University of New York at Albany, B.A., *summa cum laude*

Presentations

- Presenter, "What You Should Know About the New NLRB...Even if You Do Not Have a Union," Harter Secrest & Emery's Labor and Employment Law Conference, April 26, 2018
- Presenter, "The Headlines Continue: The Epidemic of High Profile Sexual Harassment Claims," Harter Secrest & Emery, November 3, 2017
- Presenter, "Wage and Hour Update," Harter Secrest & Emery's Labor and Employment Law Conference, April 5, 2017
- Speaker, employee relations and human resources law seminars for area employers

Publications

- "NLRB: Employee Use of "F-word" Not Considered Belligerent," *Rochester Business Alliance "Voice of Business" Newsletter*, July/August 2014
- Contributing author to the HSE Labor and Employment Blog

