

Jeff is a seasoned trial attorney who has led injunction applications, hearings, trials, appeals, and arbitrations in state and federal courts, administrative bodies, and arbitration forums throughout New York and many other jurisdictions around the country. He also is an experienced labor and employment litigator and counselor. Jeff's practice focuses on the following:

- Counseling management on labor and employment statutory and regulatory compliance.
- Employment litigation defense, including discrimination, wage and hour, defamation, contract, and WARN claims and class actions.
- Restrictive covenant negotiation and litigation.
- Representation of management in collective bargaining.
- Advising management on administering collective bargaining agreements, including grievance resolution.
- Commercial litigation, including claims over shareholder, operating and partnership agreements, director and officer duties, stock and asset purchase agreements, sales and secured transactions, commercial leases and patent infringement.
- Counseling on labor, employment and potential litigation issues in mergers and acquisitions and other corporate transactions.

Jeff has successfully served as the lead trial counsel for a public multinational corporation sued for religious discrimination by dozens of employees. Following a three-week federal court trial, the jury returned a verdict in complete favor of the company against all four bellwether plaintiffs.

He also achieved complete dismissal of all claims brought against a very high-performing financial advisor by his former employer, which had alleged misappropriation of trade secrets and unfair competition, in a Financial Industry Regulatory Authority (FINRA) arbitration spanning 16 sessions. Thereafter, he served as one of the lead counsel in the financial advisor's successful arbitration for malicious prosecution and defamation, resulting in a half million dollar FINRA award.

Jeff is HSE's Labor & Employment Practice Group leader and a frequent lecturer on labor and employment and litigation topics.

Professional and Civic Affiliations

- Member, Seventh Judicial District Committee on Character and Fitness
- Member, Canisius College Pre-Law Advisory Council
- Member, Town of Pittsford Republican Committee
- Former Member, Board of Directors, Western New York Lumber Dealers Association
- Former Member, Canisius College Board of Regents
- Chair and Former Member, St. Louis Church Parish Council



JEFFREY J. CALABRESE

PARTNER

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Admissions

New York
 New York State courts
 U.S. Court of Appeals for the Second Circuit
 U.S. District Court for the Western, Northern, Southern, and Eastern Districts of New York
 U.S. Bankruptcy Court, Western District of New York

Clerkship

New York State Supreme Court, Appellate Division, Fourth Department (1995-97)

Education

SUNY Buffalo Law School, J.D.
 Canisius College, B.A.

Honors and Awards

- Recognized by *Chambers USA* 2019 in the field of Labor and Employment
- Selected by his peers for inclusion in *The Best Lawyers in America*® in the field of Arbitration, Commercial Litigation, Litigation - Labor and Employment and Labor Law - Management
- Selected to the Upstate New York Super Lawyers list, 2007-2019
- Recipient, "Forty Under 40" Award, *Rochester Business Journal*, 2005
- Recipient, Western New York's "Up & Coming Attorneys" Award, *The Daily Record*, 2004
- Recipient, Special Service Award for Pro Bono Work from the United States District Court, Western District of New York, 2001
- Martindale-Hubbell DistinguishedSM Peer Review Rated

Presentations

- "What's Happening at the NLRB? What You Need to Know Even If You Don't Have a Union. Hint: A Lot," Harter Secrest & Emery's Labor and Employment Law Conference, April 30, 2019
- Guest Lecturer on the Computer Fraud and Abuse Act, Rochester Institute of Technology, Information Security Policy and Law Class, April 9, 2019
- Presenter, "Restrictive Covenants and Trade Secrets," Monroe County Bar Association, March 27, 2019
- Presenter, "Labor and Employment Law Update," Rochester Automobile Dealers Association, February 11, 2019
- Presenter, "HR Best Practices and Trends in an Evolving Work Environment Part 1," CCA Annual Convention, October 3, 2018
- Presenter, "2018 Labor and Employment Update," Rochester Automobile Dealers' Association, August 21, 2018
- Presenter, "Update on Trade Secrets and Non-Competition Law," 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, "NYS Paid Family Leave: Are You Ready? Webinar," Emergent HR, October 25, 2017
- Presenter, "New York State Paid Family Leave and Wage Adjustments," Emergent HR, June 28, 2017
- Presenter, "Employee Classifications at Automobile Dealerships," Rochester Automobile Dealers' Association, May 10, 2017
- Presenter, "Knock, Knock. Who's There?: What to do When the Government Comes Knocking," Harter Secrest & Emery's Labor and Employment Law Conference, April 5, 2017
- Presenter, "How to Recover Your Stolen Trade Secrets: A Deep Dive into the Defend Trade Secrets Act After its First Year," Harter Secrest & Emery's Labor and Employment Law Conference, April 5, 2017
- Panelist, "Recruitment Panel: Strategies to Attract, Develop, and Retain Superior Talent," Northeastern Lumber Retail Association LBM Expo, February 16, 2017
- SHRM and the National Human Resource Association Annual Legal Update, Society of Human Resource Management Genesee Valley Chapter and the National Human Resource Association - Rochester Affiliate, February 9, 2016
- Co-Presenter, "What's All The Buzz About? Social Media Can Help and Hurt Your Business," Western New York Lumber Dealers Association, 2015

