

Drawing on his wealth of experience and passion for problem-solving, Luke works closely with executives, human resources officers, and in-house counsel to create solutions that will achieve desired outcomes and minimize risk. Luke's clients rely on his expertise and his friendly, relaxed demeanor to counsel them through a range of labor and employment issues, including management of family and medical leave and accommodation issues, navigation of difficult separations and transitions, and development of employment policies and programs that ensure compliance with applicable laws and avoid potential issues down the road.

Where litigation cannot be avoided, Luke represents employers in agency charges as well as in federal and state labor and employment litigation, including cases involving allegations of discrimination or harassment, wage and hour law compliance, non-competition agreements, family and medical leave issues, and the National Labor Relations Act.

Luke regularly speaks to professional, civic, and employer groups regarding recent developments in employment law. He has also been a contributing editor of the cumulative supplements of the American Bar Association's treatise, *The Fair Labor Standards Act*, and West Publishing's treatise, *Advising Small Businesses*. He contributes regularly to HSE's Labor and Employment Blog.

### Professional and Civic Activities

- Member, Board of Directors, Fairport Baptist Homes Caring Ministries Foundation
- Trustee, First Presbyterian Church of Pittsford
- Volunteer Coach, Brighton Youth Soccer

### Honors and Awards

- Selected to the Upstate New York Super Lawyers Rising Stars list, 2016
- Recipient, "Up and Coming Attorneys" Award, *The Daily Record*, June 2016
- ABA-BNA Award for Excellence in the Study of Labor and Employment Law

### Publications

- Author, "Twenty Years of the Americans With Disabilities Act: Lessons Learned From the EEOC's Top 20 Significant ADA Victories," *New Jersey Labor and Employment Law Quarterly*, March 2011



LUKE P. WRIGHT

PARTNER

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### Admissions

New Jersey  
 New York  
 U.S. District Court for the Western District of New York  
 U.S. District Court, District of New Jersey

### Education

University of Richmond School of Law, J.D., *cum laude*  
 Cornell University, School of Industrial and Labor Relations, B.S.

- Author, "Court Says OSH Act Doesn't Conflict with State Law Permitting Guns on Employer Property," *www.hrspotlight.com*, April 2009

## Presentations

- "Preparing for NYS Paid Sick Leave Guidance Update," Greater Rochester Chamber of Commerce Friday HR Briefing, November 6, 2020
- "Preparing for NYS Paid Sick Leave," Greater Rochester Chamber of Commerce Friday HR Briefing, August 7, 2020
- "Returning to Work Considerations during COVID-19," Greater Rochester Chamber of Commerce HR Professional Forum, May 19, 2020
- "Supporting Caregivers for Better Engagement," Greater Rochester Chamber of Commerce Friday HR Briefing, October 18, 2019
- "Managing Performance, Conduct, Accommodation, and Leave Issues Simultaneously--It's Complicated," Harter Secrest & Emery's Labor and Employment Law Conference, April 30, 2019
- Over a dozen presentations on New York State Paid Family Leave, including "NYS Paid Family Leave Update," Greater Rochester Chamber of Commerce, February 21, 2018, "Ready or Not: Here Comes Paid Family Leave," Greater Rochester Chamber of Commerce Friday HR Briefing, August 4, 2017, and "Preparing for the New York State Paid Family Leave Act," National Human Resources Association Rochester Affiliate program, June 13, 2017
- "Leaves of Absence in New York: FMLA and Paid Family Leave," POMCO webinar, April 11, 2017
- "Mental Health Conditions in the Workplace: Protecting Your Employees from Discrimination While Protecting Your Workplace," Harter Secrest & Emery's Labor and Employment Law Conference, April 5, 2017
- "FMLA & ADA pitfalls to avoid for employees receiving workers' compensation or disability benefits," and "Preparing for NYS Paid Family Leave," POMCO – Risk Management's Annual Workers' Compensation Seminars, October 18 & 20, 2016
- RADA Controller Series, Rochester Automobile Dealers' Association, August 17, 2016
- "Interplay of Benefits Programs (Light Duty FMLA, STD, LTD, UE - What's the Mix?)," New York Self-Insurers Association Spring 2016 Workshop Program, June 9, 2016
- "Managing Employee Leave Requests and Use," Corning Area Chamber of Commerce Government Affairs Breakfast Briefings, March 15, 2016
- 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
- "FBB: Background Check Compliance Update," Rochester Business Alliance, August 21, 2015

