



John F. Corcoran

Partner



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John F. Corcoran is the Chair of the Labor & Employment Department and Leader of the Education and Municipal Practices. He has extensive experience representing management in labor and employment litigation with an emphasis on the public sector, collective bargaining as the employer's chief negotiator, labor arbitrations, education law and municipal law, including fire service matters. Mr. Corcoran also serves frequently as the public employer's advocate or designee on compulsory interest arbitration panels for police, fire and deputy sheriff negotiations. Some recent service in this regard has been on behalf of Onondaga County, Oneida County, Chenango County, Jefferson County, Madison County, City of Binghamton, City of Little Falls and Village of Baldwinsville. He also serves as a neutral hearing officer in public sector employment matters, including disciplinary cases under Section 75 of the New York Civil Service Law and disability cases under Sections 207-a and 207-c of the New York General Municipal Law.

Mr. Corcoran also serves as general counsel to several school districts advising school boards, superintendents, and administrators with regard to school board policies, student disciplinary matters, student residency issues, school board elections and budget votes, teacher disciplinary cases and many other education law matters. He also represents individual executives in employment matters, including the negotiation of employment contracts and severance agreements.

Prior to joining the Firm, Mr. Corcoran served as human resources director for Madison County and for Oneida City Hospitals.

Mr. Corcoran is a frequent contributor to both the Hancock Estabrook Education Law Blog and the Hancock Estabrook Municipal Law Blog, each of which can be accessed by visiting these web addresses:

<http://www.hancocklaw.com/education-law-blog/>

<http://www.hancocklaw.com/municipal-law-blog/>

PRACTICE AREAS

- Labor & Employment
- Education
- Municipal
- Government Relations
- Alternative Dispute Resolution

REPRESENTATIVE MATTERS

- Successfully negotiated dozens of collective bargaining agreements as chief negotiator for public and private sector employers with demonstrated expertise in preserving management rights, health insurance cost containment, control of paid leave time, and effective labor/management relations.
- Successfully arbitrated employee discharge and contract interpretation cases.
- Successfully defended several municipalities on claims for overtime pay under the Fair Labor Standards Act.
- Received favorable outcomes for numerous public and private sector employers in the defense of statutory discrimination claims under Title VII, ADEA, ADA, and the New York State Human Rights Law.
- Successfully defended many public employers before the New York State Public Employment Relations Board (PERB) on improper practice charges under the New York Taylor Law.
- Received favorable results for various public and private sector employers in union representation matters.

RECOGNITIONS AND HONORS

- Selected, *The Best Lawyers in America* (2014-2018)
- Selected, New York - Upstate, Super Lawyers (2013-2018)
- Winner, NYSPERLA William L. Holcomb Award (2016)

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Executive Committee Member, New York State Bar Association, Labor and Employment Law Section
- Member, New York State Public Employer Labor Relations Association, Board of Directors
- Member, Onondaga County Bar Association
- Member, National Public Employer Labor Relations Association
- Member, Management Advocates for School Labor Affairs
- Member, Labor and Employment Research Association
- Counsel, Toggenburg Junior Ski Racing Association
- Board Member, New York State Blues Festival
- Coach, West Genesee Pop Warner Football
- Coach, Geddes Little League
- Past Vice Chair, Downtown Syracuse YMCA, Board of Managers
- Past Co-Chair, New York State Bar Association, Labor and Employment Law Section, Public Sector Labor Relations Committee
- Past President, New York State Public Employer Labor Relations Association, Board of Directors (position held twice)

SPEAKING ENGAGEMENTS

- Labor & Employment Breakfast Club, "State Releases Finalized Materials and Guidance on New York's Sexual Harassment Laws: What Changed and What Do I Need to Know?" (October 2018)
- Employment Relations Update Including Mandatory Agency Fees After Janus (September 2018)
- 14th Annual Labor & Employment Law Symposium (September 2018)
- Janus and Beyond: The Demise of "Fair Share" Fees? (July 2018)
- Top 10 Myths and Misconceptions of Public Sector Wage and Hour Laws (May 2018)
- Hancock Estabrook's 13th Annual Labor & Employment Law Symposium (September 2017)
- Hancock Estabrook's 12th Annual Labor & Employment Law Symposium (September 2016)
- New York State Public Employer Labor Relations Association, 42nd Annual Training Conference, "Independent Medical Examinations in the Public Sector Employment Context" (July 2016)

- Hancock Estabrook's 8th Annual Labor & Employment Law Symposium, "Same Sex Marriage Developments" (October 2012)
- New York State Association of Personnel and Civil Service Officers, "Last Chance Agreements" (June 2011)
- New York State Association of Towns and New York State Conference of Mayors, "The Taylor Law and Collective Negotiations" (November 2010)
- New York State Public Employer Labor Relations Association, Inc., "Trends in Public Sector Collective Bargaining" (July 2010)
- New York State Association of Personnel and Civil Service Officers, "Administering Sections 71, 72 and 73 of the Civil Service Law" (June 2010)
- O.P.E.N. Annual Conference, "Trends in Public Sector Collective Bargaining" (November 2009)
- New York State Public Employer Labor Relations Association, Inc., "Managing in Tough Fiscal Times: Going Backwards in Negotiations: Fair or Foul?" (July 2009)
- Hancock Estabrook Labor & Employment Law Symposium, "The Effective Use of Last Chance Agreements" (September 2008)
- New York State Public Employer Labor Relations Association, Inc., "Interest Arbitration for Deputy Sheriff Bargaining Units" (July 2006)
- New York State Sheriffs' Association, Inc., "Interest Arbitration for Deputy Sheriffs" (June 2006)
- New York State School Boards Association, "Recent Developments in Age Discrimination in the Schools" (October 2005)
- North American Association of Education Negotiators (NAEN) National Conference, "Interactive Case Study for the Purpose of Identifying Violations of Labor and Employment Law" (March 2004)
- Finger Lakes Law Enforcement Academy, Inc., "Interactive Case Study for the Purpose of Identifying Violations of Labor and Employment Law" (September 2002)
- Management Advocates for School Labor Affairs, "Interactive Case Study for the Purpose of Identifying Violations of Labor and Employment Law" (July 2002)
- National Public Employer Labor Relations Association, Inc., "Interactive Case Study for the Purpose of Identifying Violations of Labor and Employment Law" (April 2002)
- Industrial Relations Research Association of Central New York, "Arbitration Workshop: Evidence, Proof, and Post-Hearing Briefs" (January 2002)

PRESS AND PUBLICATIONS

- Associate Editor, *The Labor Lawyer* (American Bar Association's Journal on Labor and Employment Law)
- "The Arbitrability of Labor Grievances That Arise After Expiration of the Collective Bargaining Agreement", *Syracuse Law Review*

EDUCATION

- Syracuse University College of Law, J.D., *magna cum laude*, 1993
 - Student Editor, *Syracuse Law Review*
 - Order of the Coif
 - Justinian Honorary Society
- State University of New York at Cortland, B.S.E., *cum laude*, 1977

ADMISSIONS

- New York
- United States Court of Appeals (Second Circuit)

- United States District Court (NDNY)
- United States District Court (WDNY)