



Whitney M. Kummerow

Partner



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Whitney M. Kummerow focuses her practice in the areas of labor & employment, education, and startup & emerging businesses. She counsels both public and private sector employers in all types of labor and employment-related matters including employee litigation, compliance with applicable labor laws, labor-management relations, development and implementation of employment practices, policies, and handbooks, and managing employee performance issues.

Ms. Kummerow is a regular lecturer on topics including, transgender issues, The Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and employment liability.

As a member of the Startup & Emerging Business Practice Area, Ms. Kummerow counsels entrepreneurs on various issues, including best hiring practices, policy creation, and initial wage and hour compliance for new businesses.

Prior to joining the Firm, Ms. Kummerow clerked for the United States Department of Labor's Office of Administrative Law Judges and served as a judicial intern for the Honorable Jean K. FitzSimon of the U.S. Bankruptcy Court for the Eastern District of Pennsylvania. More recently, she practiced labor and employment law at Sobol & Sobol, P.C. in Philadelphia, Pennsylvania.

PRACTICE AREAS

- Labor & Employment
- Education
- Municipal
- Startup & Emerging Business

RECOGNITIONS AND HONORS

- Selected, Upstate New York Super Lawyers - Rising Star (2018)

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Membership Director, Central New York Women's Bar Association
- Member, Food Bank of CNY, Board of Directors

SPEAKING ENGAGEMENTS

- National Public Employer Labor Relations Association, "Janus and the Bargaining Table" (April 2019)
- Recently Enacted Sexual Harassment Laws (September 2018)
- 14th Annual Labor & Employment Law Symposium (September 2018)
- Transgender Employees & the Workplace (April 2018)
- Labor & Employment Breakfast Club, #MeToo: What Employers Should Know To Prevent Liability (April 2018)
- Transgender Employees and the Workplace - Laws, Policies, and Best Practices (February 2018)
- Hancock Estabrook's 13th Annual Labor & Employment Law Symposium (September 2017)
- Library Trustees Association of New York State, Trustees in the Know: Legal Update-Conflict of Interest, Board/Staff Relationships and Employment Liability (May 2017)

PRESS AND PUBLICATIONS

- "[What Employers Must Know About Changes to New York's Sexual Harassment Laws](#)", *Northeast Dairy Magazine*, December 2018
- "NYS Employee Scheduling Regulations: What Employers Need to Know", *Northeast Dairy Magazine*, First Quarter 2018
- [Transgender Protections: Employment Law Update](#), *New York State Public Employer Labor Relations Association Newsletter*, February 2016
- "[Accommodating Transgender Employees: What Businesses Need to Know](#)", *CNY Business Journal*, October 2015
- "Finding Opportunity While Meeting Needs: The Frankford Special Services District", *Drexel Law Review*, Fall 2010

EDUCATION

Drexel University School of Law, J.D., *magna cum laude*, 2010

- *Drexel Law Review*, Executive Editor of Notes

Syracuse University, B.S., Broadcast Journalism, 2004

- Editorial Editor, *The Daily Orange*
- Student Government, Newhouse School of Public Communications

ADMISSIONS

- New Jersey
- New York
- Pennsylvania
- United States Court of Appeals (Second Circuit)
- United States District Court (DNJ)
- United States District Court (EDPA)
- United States District Court (MDPA)
- United States District Court (NDNY)