



GLEN P. DOHERTY

Partner

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Glen represents employers and management in all aspects of labor and employment law, with particular emphasis on employment discrimination, wage and hour litigation, wage and hour collective and class actions, multiple-plaintiff litigation, sexual harassment, employee benefit litigation, non-competition and wrongful discharge litigation, employee-contractor classification, union organizing campaigns, unfair labor practices, collective bargaining, project labor agreements, and withdrawal liability.

Glen's practice includes advice and counsel on a broad range of matters such as discipline and discharge, wage and hour compliance, workplace investigations, governmental audits, drug and alcohol testing, safety and health compliance, handbooks, EEO compliance, reductions in force, plant closings, and negotiation and drafting of critical employment documents, including restrictive covenants, executive employment agreements, commission plans, and releases (group and individual).

Glen regularly conducts corporate investigations related to claims of discrimination and harassment in the workplace. Although his practice includes investigation of allegations of sex, age, race, disability, religion, gender and other protected class discrimination, Glen's primary focus is the investigation of allegations of sexual harassment and hostile (toxic) work environment. He has conducted investigations for clients in a wide variety of industries, such as manufacturing, construction, healthcare, insurance, public sector, legal services, nonprofit, pharmaceutical and financial services.

Consistent with the breadth of his practice, Glen is a frequent lecturer on a wide range of employment and labor topics for various bar associations and employer groups. He has also written on such diverse topics such as the litigation of discrimination claims, interviewing, background checks, wage and hour audits, offer letters and employment agreements, layoffs, workplace investigations, arbitration of individual employment claims, settlement agreements and lawyers as employers. Since 2000, Glen has authored *Labor and Employment Practice Review*, a monthly

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Practices & Industries

Construction
Employment Litigation
Healthcare
Hotel, Hospitality & Lodging
Labor & Employment
Manufacturing
Municipal
Non-Compete, Non-Solicit & Trade Secrets
Occupational Safety & Health Act (OSHA)
Professional Services
Technology

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article published by the Albany County Bar Association.

Honors

- Listed, *Best Lawyers in America* (Employment Law - Management) 2017 - 2024
- Listed, *Best Lawyers in America* Lawyer of the Year (Employment Law - Management) 2022
- Listed, *Upstate New York Super Lawyers* (Employment & Labor) 2007 - 2023
- Listed, *Top 25 Upstate New York Super Lawyers* (Employment & Labor) 2020
- Martindale Hubbell AV Rating - Preeminent

Experience

As reported in the [New York Times](#), Micron announced the siting of a chip factory complex in the Town of Clay, located north of Syracuse, NY. Micron has retained a team of Hodgson attorneys (Chris Canada (Albany), Glen Doherty (Albany), Chris Doyle (Buffalo), Terry Gilbride (Buffalo), John Godwin (Buffalo), Joe Scott (Albany) and Jeff Swiatek (Buffalo)) to handle IDA, construction, real estate, tax and labor matters. The firm has already handled a significant amount of work of the matter relating to the structuring and completion of a Project Labor Agreement with the local trade unions through the efforts of Glen Doherty, with support by John Godwin and Jeff Swiatek.

The project is expected to be undertaken in multiple phases over a 10 year period, and involve the investment of over \$100 billion. Job estimates include 9,000 Micron employees and over 40,000 jobs for suppliers, contractors and vendors.

The firm secured the work through a contact/referral at the Greenberg Traurig firm, who is acting as government relations consultant to Micron. In addition, the firm was able to demonstrate the experience and skill set necessary to handle such an engagement by describing the work currently being handled by the same team members for a \$300M offshore wind manufacturing project to be sited in the Port of Albany.

In the News

Area law practice helps revitalize buildings and grounds at Yaddo
The Saratogian, October 13, 2020

Wage & Hour

Worker Classification &
Employment Tax

Admissions

New York

Massachusetts

U.S. District Court, Eastern District
of New York

U.S. District Court, Northern
District of New York

U.S. District Court, Southern
District of New York

U.S. District Court, Western District
of New York

U.S. Court of Appeals, Second
Circuit

Education

Cornell University, School of
Industrial and Labor Relations, B.S.

Cornell Law School, J.D.



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New York's paid sick-leave mandate: What businesses need to know
Albany Business Review, October 12, 2020

Law firm volunteers to spiff up Yaddo
Times-Union, October 9, 2020

Industry Roundtable: Restrictive Covenants
Albany Business Review, April 17, 2020

Industry Roundtable: Labor & Employment
Albany Business Review, February 21, 2020

Press Releases

55 Hodgson Russ LLP Attorneys Named to 2023 *Upstate New York Super Lawyers* List
August 23, 2023

Fifty-Nine Hodgson Russ Attorneys Ranked in 2022 Edition of *Upstate New York Super Lawyers*
Hodgson Russ Press Release, August 23, 2022

71 Hodgson Russ Attorneys Ranked in 2023 Edition of *Best Lawyers in America*
Hodgson Russ Press Release, August 19, 2022

Fifty-Four Hodgson Russ Attorneys Ranked in 2021 Edition of *Upstate New York Super Lawyers*
Hodgson Russ Press Release, August 20, 2021

55 Hodgson Russ Attorneys Ranked in 2022 Edition of *Best Lawyers in America*
Hodgson Russ Press Release, August 19, 2021

Hodgson Russ Announces Three Newly Elected Partners, Three Attorneys Promoted to Senior Associate
Hodgson Russ Press Release, January 21, 2021

Sixty-Two Hodgson Russ Attorneys Named to 2020 *Upstate New York Super Lawyers*
Hodgson Russ Press Release, September 8, 2020

55 Hodgson Russ Attorneys Ranked in 2021 *Best Lawyers in America*
Hodgson Russ Press Release, August 20, 2020

Hodgson Russ Adds 5 Lawyers in the Capital District
Hodgson Russ Press Release, September 3, 2019

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Publications

OSHA Alters the Balance on Employee Representation During Walkaround Inspections- Opening the Door to Union Organizing and Leaving Many Practical Questions Unanswered

Hodgson Russ Occupational Safety & Health Act Alert, May 3, 2024

FTC Adopts Rule Banning Most Non-Competes and the Legal Slugfest Begins

Hodgson Russ Non-Compete, Non-Solicit, and Trade Secrets Alert, April 24, 2024

New York State's "Freelance Isn't Free" Act – What Employers Need to Know

Hodgson Russ Labor & Employment Alert, April 18, 2024

Employees Enjoy a Private Right of Action Under Changes to New York City Earned Safe and Sick Time Act

Hodgson Russ Labor & Employment Alert, March 7, 2024

NY General Obligations Law Amended to Limit Further Pro-Employer Provisions in Settlement Agreements

Hodgson Russ Labor & Employment Alert, January 23, 2024

New Year - New Statute of Limitations for Complaints filed with the New York State Division of Human Rights

Hodgson Russ Labor & Employment Alert, December 29, 2023

New York State Increases Minimum Wage and Modifies Other Salary Requirements

Hodgson Russ Labor & Employment Alert, December 22, 2023 - CORRECTED*

Wage Theft In New York Is Now Criminal Larceny

Hodgson Russ Labor & Employment Alert, October 3, 2023

New York State Bans Employee Captive Audience Meetings

Hodgson Russ LLP Labor & Employment Alert, September 28, 2023

New York State Department of Health Adopts Health Equity Impact Assessment Regulation Applicable To Facilities Including Clinics, Hospitals, and Skilled Nursing Facilities Submitting Applications through the State's Certificate of Need (CON) Process

Hodgson Russ Healthcare Alert , September 7, 2023

Presentations & Events

Labor & Employment Developments

605 Third Avenue, Suite 2300, New York City, NY 10158, November 29, 2023

28th Annual Labor and Employment Conference

Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, November 8, 2023

Glen Doherty to Participate in "HR Compliance & Lawsuits" Webinar

Alliance Risk Group, April 4, 2023

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27th Annual Labor & Employment Conference
Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, January 12, 2023

2021 Labor & Employment Webinar Series
November 19, 2021

The Great Reopening - Tax and Employment Law Issues as We Return Back to Work Webcast
NYSSCPA, July 27, 2021

COVID-19 Testing and Vaccinations in Construction – What Contractors Need to Know
AGC NYS, March 22, 2021

Employer Mandated COVID-19 Tests and Vaccines: Legal Rights, Liabilities and Protections CLE
Albany County Bar Association, March 3, 2021

2021 FLSA Compliance (Virtual Master Class)
January 27-28, 2021

2020 Labor & Employment Webinar Series
November 19, 2020

Professional Affiliations

- American Bar Association
- New York State Bar Association
- Albany County Bar Association

Community & Pro Bono

- Member, Board of Directors: Regional Food Bank of Northeastern New York, January 2024 - Present
- Former Member, Board of Directors: St. Peter's Hospital Foundation
- Former Member and Chairperson, Board of Directors: Maria College
- Former Member and President, Board of Directors: Albany County Bar Association
- Former Member, House of Delegates: New York State Bar Association