



## MADELINE G. COOK

Associate

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Madeline represents public and private employers in matters concerning all areas of labor and employment law. Her work includes compliance with federal wage and hour laws, worker classification issues, inclusive hiring and employment practices, avoidance of discrimination, harassment, and retaliation claims, discipline, and discharge.

During law school, Madeline clerked for both the Western District of New York and the Northern District of New York.

### Honors

- Note & Comment Editor, Buffalo Law Review
- Pro Bono Honors, University at Buffalo School of Law

### Publications

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

New York State Amends Workplace Violence Prevention Law to Apply to School Districts  
*Hodgson Russ Education Alert*, February 15, 2024

NY General Obligations Law Amended to Limit Further Pro-Employer Provisions in Settlement Agreements  
*Hodgson Russ Labor & Employment Alert*, January 23, 2024

The Guaranty Building  
140 Pearl Street  
Suite 100  
Buffalo, NY 14202

### Practices & Industries

Healthcare  
Labor & Employment

### Bar Associations

Women's Bar Association of the State of New York, Western New York Chapter

### Education

Hobart and William Smith Colleges,  
B.A.

University at Buffalo School of Law,  
J.D.

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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

OSHA Launches National Emphasis Program Targeting Warehousing and Distribution Operations  
*Hodgson Russ Occupational Safety & Health Act Alert*, August 8, 2023

New York Amends and Expands Scope of Statewide “Pay Transparency” Law  
*Hodgson Russ Labor & Employment Alert* , July 6, 2023

## **Presentations & Events**

39th Annual School Client Conference  
M-Hotel Buffalo, 2040 Walden Ave, Buffalo, NY 14225, January 12, 2024

28th Annual Labor and Employment Conference  
Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, November 8, 2023

Special Education Seminar 2023  
Salvatore's Italian Gardens, October 5, 2023

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

## **Community & Pro Bono**

- Founding Member, Habitat Young Professionals: Habitat for Humanity Junior Board