



ALBANY LAW SCHOOL

CENTER FOR CONTINUING LEGAL EDUCATION

COUNTY ATTORNEYS'
ASSOCIATION OF THE
STATE OF NEW YORK

2020 Annual Meeting

Monday, September 14, 2020

Tuesday, September 15, 2020

Wednesday, September 16, 2020

80 NEW SCOTLAND AVENUE
ALBANY, NEW YORK 12208-3494
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CAASNY

THE COUNTY ATTORNEYS' ASSOCIATION OF THE STATE OF NEW YORK

Virtual - 2020 Annual Meeting September 14, 15, and 16, 2020

Agenda

Monday, September 14, 2020

- 8:00am – 8:50am
(1 CLE Hour) **1983 Actions Stemming from Child-Related Proceedings**
Adam T. Mandell, Esq.
Maynard, O'Connor, Smith & Catalinotto, LLP
- 9:00am – 9:50am
(1 CLE Hour) **The Top Ten Hits for 2020 – An Update on Labor and
Employment Law Developments Affecting Counties**
John F. Corcoran, Esq.
Whitney Kummerow, Esq.
Hancock Estabrook LLP
- 10:00am – 10:50am
(1 CLE Hour) **Municipal Case Review and Updates – General Review
of Recent Cases Affecting Municipalities from NYS
Court of Appeals and All Departments**
Shannon T. O'Connor, Esq.
Sean P. Beiter, Esq.
Goldberg Segalla
- 11:00am – 11:50am
(1 CLE Hour) **Tax Lien Foreclosure Procedures & Relevant Issues**
Margaret A. Hurley, Esq.
Lippes Mathias Wexler Friedman LLP

Tuesday, September 15, 2020

- 8:00am – 8:50am
(1 CLE Hour) **Ethics – Hot Topics for County Attorneys**
Kyle Kordich, Esq.
Thorn Gershon Tymann and Bonanni, LLP
- 9:00am – 9:50am
(1 CLE Hour) **Solar/Wind Sites Overview**
Gary Bowitch, Esq.
Bowitch & Coffey, LLC
- 10:00am – 10:50am
(1 CLE Hour) **Update on Procurement Law in New York State**
Teno West, Esq.
West Group Law PLLC

Wednesday, September 16, 2020

8:00am – 9:00am
(1 CLE Hour)

**Best Practices for Diversity, Inclusion & Elimination
of Bias**

Kristen Klein Wheaton, Esq.
Goldberg Segalla

Concurrent Sessions:

9:00am – 9:50am
(1 CLE Hour)

**Cybersecurity Challenges Facing Counties – Part 1
*Reducing Risk of Attacks***

Alan Winchester, Esq.
Harris Beach PLLC

OR

Discrimination, Harassment and Discovery Law Update

Earl Redding, Esq.
Elena Pablo, Esq.
Roemer Wallens Gold & Mineaux, LLP

Concurrent Sessions:

10:00am – 10:50am
(1 CLE Hour)

Cybersecurity Challenges Facing Counties – Part 2

Alan Winchester, Esq.
Harris Beach PLLC

OR

**§1983 Medical Deliberate Indifference Claims in the
Prison Context**

Adam I. Rodd, Esq.
Drake Loeb PLLC

2020 CAASNY Annual Meeting

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Speaker Biographies

SEAN P. BEITER, ESQ., is a Partner at Goldberg Segalla, where he concentrates his practice on the area of traditional labor law for private and public sector employers in the health care, public safety, manufacturing, transportation, education, office, professional, blue-collar, and white-collar settings at the firm's Buffalo office. His practice focuses on counseling employers in the development of comprehensive strategies and approaches for success in labor-management relationships and disputes. He represents employers in collective bargaining negotiations, contract administration, grievance arbitration, and before the National Labor Relations Board and the New York State Public Employment Relations Board. Mr. Beiter has also represented many employers in numerous disciplinary procedures in various forums, mediations, contract dispute arbitrations, and in compulsory interest arbitration proceedings. He has represented employers during strikes, lockouts, and a myriad of picketing disputes. Mr. Beiter routinely earns the recognition of his peers in the legal field, and has consecutively been listed by *The Best Lawyers in America* for the past decade. He was named Buffalo's 2016 Labor Law–Management Lawyer of the Year, with only a single lawyer in each practice area in a given location earning the distinction. He has also been named to the *Upstate New York Super Lawyers* list every year since 2012.

GARY BOWITCH, ESQ. '86, is a Founding Member of Bowitch & Coffey, LLC, and has practiced environmental law for thirty years. He represents private, not-for-profit, and municipal clients on an array of state and federal environmental issues, including contamination of water supplies, brownfield redevelopment, regulatory compliance, the State Environmental Quality Review Act, mining, air pollution, and land use and wetland regulation. Mr. Bowitch has advised several New York counties on numerous environmental issues, including the redevelopment of contaminated, tax delinquent properties. He has extensive experience addressing legal and technical issues relating to contamination caused by releases of petroleum, dry cleaner solvents, PFAS compounds, and other emerging contaminants. Mr. Bowitch is also a trained environmental mediator and has successfully mediated complex, multi-party environmental litigation cases. Prior to entering private practice in 1998, Mr. Bowitch was an assistant attorney general and chief of the Attorney General's Oil Spill Litigation Unit and a senior attorney for the New York State Department of Environmental Conservation. Mr. Bowitch received a BS in chemistry from Union College and a JD from Albany Law School. He is a member of the New York State Bar Association's Environmental and Energy Law Section and is co-chair of their Petroleum Spills Committee. Mr. Bowitch is admitted to practice in New York.

JOHN F. CORCORAN, ESQ., is the Chair of the Labor & Employment Department and Leader of the Education and Municipal Practices at Hancock Estabrook, LLP. 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, the City of Binghamton, the City of Little Falls, and the 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, and teacher disciplinary cases. He also represents individual executives in employment matters, including the negotiation of employment contracts and severance agreements. Mr. Corcoran previously served as human resources director for Madison County and Oneida City hospitals. He is a frequent contributor to Hancock Estabrook's Education Law Blog and Municipal Law Blog. He has been recognized by *The Best Lawyers in America* (2014–2018). He received the New York State Public Employer Labor Relations Association's William L. Holcomb Award (2016). Mr. Corcoran's professional activities include serving as an Executive Committee member of the New York State Bar Association's Labor and Employment Law Section and as a member of the New York State Public Employer Labor Relations Association's Board of Directors. He served as co-chair of the New York State Bar Association's Labor and Employment Law Section, Public Sector Labor Relations Committee and twice as president of the New York State Public Employer Labor Relations Association's Board of Directors. Mr. Corcoran is a frequent speaker on a number of labor and employment law topics. He received a JD, magna cum laude, from Syracuse University College of Law, where he was student editor of the *Syracuse Law Review* and a member of the Order of the Coif and the Justinian Honorary Society. He received a BSE, cum laude, from the State University of New York at Cortland. Mr. Corcoran is admitted to practice in New York, the US Court of Appeals for the Second Circuit, and the US District Court for the Northern District of New York and the Western District of New York.

MARGARET A. HURLEY, ESQ., is a Senior Associate in the Litigation practice group at Lippes Mathias Wexler Friedman LLP in Buffalo. She concentrates her practice primarily in commercial and municipal litigation, contract disputes, commercial mortgage foreclosures, tax lien foreclosures, and tax certiorari defense matters. She also handles real estate transactions and bond underwriting. Ms. Hurley has represented clients in all phases of trial and appellate practice before local, state, and federal courts, as well as alternative dispute resolution forums. Additionally, Ms. Hurley has extensive experience in the field of commercial litigation and in the interpretation and application of the New York Civil Practice Law and Rules. Her clients include individuals, small and large

business enterprises, and municipalities. She has been successful in her role as special counsel to municipalities in a wide range of matters, including risk assessment, tax certiorari, and tax lien foreclosure proceedings and project management. Ms. Hurley is qualified to receive Office of Court Administration Part 36 appointments and routinely serves as Referee in surplus money proceedings. Additionally, Ms. Hurley is qualified to serve as Referee in foreclosure matters and as a Court Evaluator in Mental Hygiene Law Article 81 Guardianship Proceedings in Supreme Court. Ms. Hurley is registered with the American Bar Association's military Pro-Bono Project Operation Stand-By as a civilian attorney. In this role, she provides civil litigation consultation to military attorneys on New York State-specific legal information in order to further assist their service member clients. She received a JD and MSW from the University at Buffalo Law School and a BA, cum laude, from Canisius College.

KELLY A. KLINE, ESQ. '17, joined Maynard, O'Connor, Smith & Catalinotto in 2019. She concentrates her practice in the areas of personal injury, motor vehicle accidents, premises liability, general litigation, and medical malpractice defense. Ms. Kline also concentrates her practice in the area of municipal liability litigation, defending municipalities against civil rights violations. Ms. Kline is admitted to practice in the State of New York, Northern District of New York, and is a member of the New York State Bar Association. Prior to joining the firm, Ms. Kelly gained widespread experience in criminal and civil litigation at a Hudson Valley litigation firm, with focus areas of criminal defense, motor vehicle accidents, no-fault, premises liability, and general litigation. Ms. Kline attended the State University of New York at New Paltz, where she earned a Bachelor of Arts degree in Political Science in 2014. She received a Juris Doctorate from Albany Law School in 2017. While at Albany Law School, Ms. Kline competed and was a finalist in a number of Anthony V. Cardona '70 Moot Court Programs, including the Donna Jo Morse Client Counseling Competition, Donna Jo Morse Negotiations Competition, and the Karen C. McGovern Senior Prize Trials Competition. In addition, she interned for the Schenectady County Public Defender's Office, the Rensselaer County District Attorney's Office, and the Saratoga County District Attorney's Office, defending and prosecuting criminal matters. Ms. Kline is also a certified apprentice mediator with a focus in civil, landlord/tenant, and child custody matters.

KYLE N. KORDICH, ESQ., is a trial attorney at Thorn Gershon Tymann and Bonanni, LLP, where he manages and conducts all stages of civil litigation cases with experience in a wide range of issues including products liability, medical malpractice, and general civil litigation in both New York State and federal district courts. Mr. Kordich also represents medical professionals in professional discipline and licensing proceedings and is an experienced criminal defense attorney. He is AV Rated by Martindale-Hubbell. Mr. Kordich regularly practices in state and federal courts throughout New York State and works closely with clients to develop and implement litigation, discovery, settlement, and trial strategies. Mr. Kordich strives to build cohesive, goal-oriented teams and strong coalitions of experts that achieve positive results for clients in complex litigation. He is a past president and current executive board member of the Saratoga County Bar Association. In addition to his active membership in various bar associations, Mr. Kordich has lectured on a variety of topics relating to litigation in New York State and

federal courts. Mr. Kordich is admitted to practice in New York, the US District Court Eastern District of New York; the US District Court, Northern District of New York; US District Court, Southern District of New York; US District Court, Western District of New York; and US District Court, District of Vermont. He received a JD from New York Law School and a BA from Binghamton University. Mr. Kordich is a member of the New York State Bar Association; past president and current executive board member of the Saratoga County Bar Association; a member of the Capital District Trial Lawyers Association; and a member of the Defense Research Institute.

WHITNEY M. KUMMEROW, ESQ., focuses her practice in the areas of labor and employment, education, and startup and emerging businesses at Hancock Estabrook LLP. 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 practice, policies, and handbooks, and managing employee performance issues. Ms. Kummerow is a regular lecturer on transgender issues, The Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and employment liability. As a member of the Startup and 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 US Bankruptcy Court for the Eastern District of Pennsylvania. More recently, she practiced labor and employment law at Sobol & Sobol, P.C., in Philadelphia, Pennsylvania.

MICHAEL MONTAGLIANO is Chief Technology Officer and Vice President of Consulting at iV4. Mr. Montagliano joined iV4 in November 2011 after nearly 20 years of information technology experience in various sales, technical, and management roles. As Chief Technologist, Mr. Montagliano is responsible for the overall technology strategy and execution at iV4. He also serves as Director of Consulting Services and is responsible for delivery of information technology assessment and architectural design services. His subject matter expertise is in security and disaster recovery, and he and his team have been engaged with organizations across the country. Mr. Montagliano is no stranger to mobility after spending twenty years on the road as a performer and music producer. It was his appetite for music technology and desire to settle down that led him to begin a transformation into a career in business technology. It is his love for music that inspires him to bring his creativity to the world of IT. Mr. Montagliano is a believer in creating good teams and brings that mindset to work every day, while building the consulting group at iV4. He believes the sum is greater than the parts and it is crucial to build a team that brings various subject matter experts together to solve a business problem.

SHANNON O'CONNOR, ESQ., is a Partner at Goldberg Segalla in Syracuse, NY. She focuses her practice on municipal and governmental liability, professional liability, general liability, and matters involving employment and labor. Ms. O'Connor defends

clients in a range of matters in both federal and state court, and has taken nearly ten trials to verdict in the Northern District of New York on Section 1983 civil rights matters and Title VII employment discrimination cases. She also has significant appellate experience and has submitted several briefs to the US Court of Appeals for the Second Circuit. Before entering private practice, Ms. O'Connor served for several years as Assistant Corporation Counsel for the City of Syracuse, where she represented the city and its officials in a wide variety of litigation, including administrative proceedings before New York State agencies, such as the Department of Environmental Conservation, and in nuisance-abatement proceedings for problem properties. She also provided advice and recommendations to the City of Syracuse Police Department on its policies and procedures related to officer training and the use of force, including drafting a new Taser-use policy, and drafted legal opinions on various issues for city departments, including the mayor's office.

ELENA P. PABLO, ESQ., is an Associate Attorney at the law firm of Roemer Wallens Gold & Mineaux, LLP. She joined the firm in September 2013 as a member of the Labor and Employment Team. Ms. Pablo received a bachelor's degree in sociology at Ithaca College in 2007. She graduated from the Maurice A. Dean School of Law at Hofstra University in 2013, where she served on the editorial board of *The Hofstra Family Court Review*. Prior to entering law school, Ms. Pablo worked in the public sector for the New York State Department of Financial Services. Her practice focuses on various aspects of labor relations and municipal law on behalf of public sector employers, including employee disciplinary proceedings, proceedings before the New York State Public Employment Relations Board, employment litigation, and policy drafting, as well as providing guidance on compliance with state and federal labor, discrimination, and public record disclosure laws. Ms. Pablo also provides employee training on many issues, including anti-discrimination and harassment, workplace violence, employee corrective action, progressive discipline, and social media. She has served as a conference speaker for the New York State Public Employment Labor Relations Association, the County Attorneys' Association of the State of New York, and the New York State Conference of Mayors. She is a member of the New York State Public Employment Labor Relations Association and the New York State Bar. Ms. Pablo is admitted to practice in New York.

EARL REDDING, ESQ. '03, is a Partner in the Albany, NY, firm of Roemer Wallens Gold & Mineaux LLP. Mr. Redding has successfully litigated in trial courts throughout New York State and has prevailed in appellate arguments before the Appellate Division and the Court of Appeals. He has also successfully litigated in federal district courts and the Second Circuit Court of Appeals. Mr. Redding practices extensively in administrative hearings, arbitration, and disciplinary and other administrative proceedings as a member of the firm's Labor and Employment Group. Prior to entering private practice, Mr. Redding was an assistant district attorney in St. Lawrence County and a New York assistant attorney general in the Division of State Counsel. Mr. Redding received a JD from Albany Law School and a BA in political science from Gettysburg College. He is a member of the Executive Committee of the Albany Law School National Alumni Association. He is admitted to practice in New York.

ADAM L. RODD, ESQ., is a Partner in Drake Loeb PLLC. He focuses his practice on handling a variety of litigation cases pending in New York State and federal courts and before various administrative agencies. A skilled litigator for clients in matters involving business-related disputes, labor issues, and personal injury, he is perhaps best known as a top insurance defense attorney. In this capacity, he represents clients on behalf of several insurance carriers in New York and regularly defends cases, of all types, involving multi-million-dollar exposure. Mr. Rodd has extensive experience and expertise in defending Section 1983 civil rights claims, employment discrimination lawsuits, medical malpractice claims, and all varieties of civil litigation. Complementing his defense practice, Mr. Rodd has served as the zoning board attorney for several municipalities in the Hudson Valley region. His clients choose him as their attorney because of his concern to get them as close to their desired results as circumstances allow in a manner that is efficient, cost-effective, and goal-oriented. His strategy and legal activities are as transparent as possible, with the client being fully informed and consulted at every stage. Mr. Rodd is also a proud supporter and member of the Board of Directors for Safe Harbors of the Hudson, a non-profit organization devoted to the positive development of the City of Newburgh through the arts and affordable housing for those living with disabilities, veterans, the formerly homeless, artists in need of affordable live-work space, and low-income working adults. Mr. Rodd received a BS in 1984 from the State University at Buffalo and a JD from the University of Toledo in 1987. He is admitted to practice in Connecticut (1987), New York (1988), and the United States District Court in the Southern, Eastern, and Northern Districts of New York.

TENO WEST, ESQ., serves as the Managing Partner of West Group Law PLLC. His practice focuses primarily on representing municipal governments in the areas of water and wastewater law, environmental, regulatory, public-private partnerships, solid waste management, public contracts, municipal law, litigation, procurement law, administrative law, and construction law. He is a nationally recognized expert in the areas of his practice. Mr. West has served as the lead negotiator for the development of several cutting-edge environmental and civic municipal infrastructure projects throughout the United States. Mr. West has special experience in the development of urban renewal and municipal construction projects representing municipalities and development corporations in the procurement, construction, operation, and financing of a variety of civic projects, including sports stadiums, municipal buildings, and educational facilities. The value of infrastructure projects that he has assisted with exceeds \$10 billion. Mr. West has assisted governments with the drafting and enactment of legislation necessary for such alternative delivery methods to be lawfully implemented. Additionally, his practice includes counseling his clients with respect to environmental infrastructure projects, including water, wastewater, combined sewer overflow, solid waste, co-composting, materials recovery, and conversion technology and waste-to-energy projects. His litigation experience includes representing public clients on numerous matters, including in connection with challenges to legislation, environmental matters, Freedom of Information Law issues, Article 78 proceedings, project approvals, bid protests, construction claims, and contract enforcement. Mr. West has extensive experience in representing government agencies and municipalities in the public

procurement process and is a frequent lecturer on this and related subjects. His experience as a lawyer was preceded by a unique opportunity to serve as the Town Manager of Hardwick, Vermont, and Town Administrator of Carlisle, Massachusetts. In his capacity as a municipal manager, he also served on regional solid waste district governing boards in both states. His numerous professional associations and memberships include the Design-Build Institute of America; the International Municipal Lawyers Association; the National Council for Public Private Partnerships; the Solid Waste Association of North America; the International City/County Management Association; the New York State Bar Association; the New Jersey Bar Association; the Massachusetts Bar Association; the Pennsylvania Bar Association; and the American Bar Association.

KRISTIN KLEIN WHEATON, ESQ. '94, is a partner in Goldberg Segalla's Buffalo office, where she counsels and defends the interests of clients involved in complex labor and employment and commercial disputes. Her wide-ranging experience includes labor and employee relations, contract negotiations, representing boards and municipalities, and assisting clients with the creation and maintenance of compliance strategies for state and federal laws. Over the course of her 20-year legal career, Ms. Wheaton has held a variety of positions in the public and private sectors. Most recently, she was the Executive Vice President for Legal Affairs at a large community college in Western New York, where, in reporting to its president, she managed a team of 20 professionals across a range of departments and represented the college on matters involving Title IX, assessment and accreditation, civil service, contract, higher education regulatory and statutory issues, labor and employee relations, and litigation. Ms. Wheaton also spent several years in the Erie County Attorney's Office as an assistant county attorney, a first assistant county attorney, and the acting county attorney representing the County in federal and state courts and before administrative agencies in a wide range of municipal matters. While there, Ms. Wheaton also served as general counsel to the Erie County Commissioner of Personnel, Equal Employment Opportunity Office, and Office for the Disabled. Ms. Wheaton also currently serves as an adjunct instructor in the legal studies program at a Buffalo-area private four-year institution. In 2015, she was named one of Western New York's Legal Elite by *Buffalo Business First* and the *Buffalo Law Journal*. Ms. Wheaton is a graduate of Michigan State University and Albany Law School.

ALAN WINCHESTER, ESQ., is Member of Harris Beach PLLC, where he leads the firm's Cybersecurity Protection and Response Practice Group and the E-Discovery Practice Group. Mr. Winchester is experienced in all phases of the electronic discovery process. He and his group, which includes forensically trained IT professionals, routinely help organizations with the identification and preservation of potentially relevant content and its collection, review, and finally production to the requesting party. He is a pioneer in the use of predictive coding to cost effectively and quickly identify responsive documents for early case assessment and review purposes and has been lecturing and writing in this area for the last four years. Mr. Winchester has developed sampling methods used to test key word searches and to validate coding decisions. He assists organizations in developing and implementing compliance programs for critical

information and systems, offering guidance on legal and regulatory requirements associated with the storage of protected information and what to do in the event of a data breach; developing and implementing an information security incident response plan; working with IT professionals to investigate the scope of a data breach; and working to represent organizations faced with either government investigations or private actions associated with cybersecurity loss. He works with organizations to develop information governance policies. In the tort arena, he focuses his practice primarily on litigation involving technology and pharmaceutical products. Mr. Winchester is a member of the Claims and Litigation Management Alliance, the Defense Research Institute, and the New York State Unified Court System's E-Discovery Working Group, where he serves as co-leader of the Operations Group by appointment of Chief Administrative Judge Ann Pfau. Mr. Winchester received a JD in 1989 from Brooklyn Law School and a BA in 1986 from Trinity College. He is admitted to practice in New York; in the US District Court, Southern District of New York; and in the US District Court, Eastern District of New York.

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ASSOCIATE MEMBER FIRM BIOGRAPHIES

Barclay Damon

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A leading Northeast firm made up of 275 attorneys, Barclay Damon LLP is the largest law firm based in Upstate New York. As a full-service law firm with experience in virtually every legal area that county attorneys and other clients may require, we team across practices to provide customized, targeted solutions informed by deep industry understanding. Barclay Damon offers well-respected legal counsel in areas that include municipal, environmental, real estate and project development, land use and zoning, labor and employment, business and finance, commercial and civil litigation, energy, and intellectual property, among numerous others. Barclay Damon also has one of largest health law practices in Upstate New York, and the firm's growing cross-border practice offers clients access to 135 lawyers on the US-Canada border. Barclay Damon has offices with 30 to 105 attorneys in Albany, Buffalo, Rochester, and Syracuse. The firm also has growing offices in Boston, New Jersey, New York City, New York State's Southern Tier, Toronto, and Washington, DC.

Bond, Schoeneck & King, PLLC

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BS&K has a long history of representing the public sector with a comprehensive array of services to meet their varied and sophisticated needs.

Our Municipalities Practice Group draws upon the expertise of attorneys from across the firm to match their areas of concentration with the many and sometimes complex legal issues facing our municipal clients. Our client roster includes 34 cities, 31 counties, 130 towns, 91 villages, 46 school districts and 14 governmental agencies.

Our Bond Counsel/Public Finance Practice offers two principal benefits: first, with offices throughout New York State, we are available on short notice to attend meetings, review financing

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plans and consult with parties. Second, as an Upstate-based firm, our fees are typically lower than similarly qualified New York City firms.

Our Construction Practice is focused on legal services to owners. We participate in the negotiation and execution of construction contracts and other contract documents necessary for projects to proceed in a timely manner and within cost estimates. When disputes arise, we counsel our clients on negotiation strategies, and we prosecute litigation, arbitration, other forms of dispute resolution, and surety bond claims, as required.

Our Energy Law Practice counsels clients about legal obligations that can arise in connection with the purchase, sale, production and distribution of energy under New York State and federal laws and regulations.

Our Environmental Law Practice regularly assists municipalities to resolve environmental issues arising under local, state and federal environmental laws and regulations including Regulatory Compliance, State Environmental Quality Review Act ("SEQRA") matters, redevelopment of Brownfield sites, and Environmental Enforcement and Litigation. Our attorneys are well known, and are respected by state and federal regulatory representatives, both at the regional and headquarters level.

Our Government Relations Group represents clients before the New York State Legislature, the Executive branch and all state agencies, including the Departments of Environmental Conservation, Law, State, Labor, Transportation and Taxation and Finance. We have drafted and shepherded through the legislature special legislation.

Our Labor and Employment Law Practice serves clients with unionized workforces in such matters as collective bargaining, labor arbitration and representation before the National Labor Relations Board or appropriate Public or State Labor Relations Board in both unfair labor practice and representation matters. For non-unionized clients, we provide assistance in the preparation of personnel policies, including counseling on employee screening and testing, supervisory training, and advice in responding to union organizing campaigns.

Our Litigation Practice represents municipalities in a wide range of matters in both state and federal courts, defending municipalities in numerous Article 78 proceedings, defending breach of contract and other claims, including construction disputes. We have represented municipalities and their employees in Section 1983 and other civil rights actions in Federal and State Courts.

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Bowitch & Coffey

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Combining almost 50 years of legal experience, Bowitch & Coffey will provide a broad range of legal services with emphasis on Environmental Law, Subrogation, Municipal Law, Real Estate, Insurance and other Civil Litigation. Bowitch & Coffey assists several New York counties in addressing contaminated, tax-delinquent properties. The firm's environmental and municipal law practice include extensive experience in contamination of water supplies, brownfield redevelopment, regulatory compliance, the State Environmental Quality Review Act, air pollution, energy law, land use and wetland regulation. Mr. Bowitch is also a trained environmental mediator and has successfully mediated complex, multi-party environmental litigation cases.

Colucci & Gallaher, P.C.

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From its main office atop the historic Liberty Building in Buffalo, New York, the law firm of Colucci & Gallaher, P.C., provides business counseling and litigation-related services to private businesses and municipal entities throughout western New York, the northeastern United States and nationally.

The business attorneys of C&G are skilled advisors and advocates who work hard to provide the highest-quality legal services on time and at a reasonable cost. The firm currently counsels some of the world's largest and upstate New York's smallest businesses, including oil companies, one of upstate New York's largest commercial real estate brokers, downtown Buffalo's largest commercial landlord, one of the area's fastest-growing development companies, the world's largest manufacturer of aerial work platforms, the nation's leader in designing specialty trucks, and the largest hospital and nursing home in the region.

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The firm's attorneys have handled disputes in federal and state courts across the country, including California, Connecticut, the District of Columbia, Florida, Illinois, Indiana, Maryland, Massachusetts, Michigan, Minnesota, New Hampshire, New Jersey, New York, Ohio, Pennsylvania, Virginia and West Virginia.

In these forums, C&G has protected the interests of clients in products liability claims, employer-employee disputes, complex commercial and business litigation, the defense of personal injury claims and contract litigation.

The attorneys of C&G regularly practice in the courtroom, before private arbitration panels and in mediation proceedings.

Goldberg Segalla

Jonathan M. Bernstein, Esq.
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In 2001, Goldberg Segalla was founded as a modern, refreshing alternative to the typical law firm. Today, we are proud to serve as trial counsel for a number of Fortune 100 companies and to continue building an ongoing history of success. Of course, we also care for our communities and support numerous efforts to enhance the diversity and quality of life in the areas in which we work and live.

Every day at Goldberg Segalla, we are guided by our mission to be a Best Practices firm. We pride ourselves on following client guidelines and exceeding client expectations. We have also invested in Best Practices in numerous other ways, including implementing systems that reward the team over the individual, thereby helping us achieve our goal of exceptional client service.

We truly appreciate the accolades we have received from our clients and colleagues acknowledging our commitment, outstanding legal skills, dedication to client service, and professional demeanor.

Goldberg Segalla has been lauded for its commitment to diversity. We believe a diverse work environment—one that brings together a wide range of perspectives, cultures, and experiences—enhances our ability to represent our clients successfully and benefits the greater business community. We continually develop relationships with law schools and diversity-focused associations, and we are proud to have been recognized by national, regional, and local organizations for implementing initiatives that make a difference.

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We recognize the importance of supporting our communities and we are proud to contribute to, volunteer for, and serve on boards of many charitable organizations, some of which were actually founded by our attorneys. We support all endeavors that our attorneys and other professionals are passionate about, from charitable and professional organizations to pro bono projects and activities. Our lawyers proudly work hard on behalf of their clients and just as hard in support of important causes.

Hancock Estabrook, LLP

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Hancock Estabrook, LLP, founded in 1889, is one of Upstate New York's leading law firms. We represent clients in a number of different industries, offering counsel and representation on a wide array of legal topics. Our attorneys are recognized in their practice areas as having both the knowledge and experience to represent clients in complex legal matters. At the same time, our attorneys in various practice areas function seamlessly with one another to provide comprehensive and efficient delivery of legal services.

Our legal services are provided in a timely and responsive manner providing our clients with value and personal attention. Our Firm's clients range from corporations traded on national stock exchanges to small local businesses and not-for-profit organizations, and from emerging companies to long-standing enterprises. The Firm's reputation for excellence in handling complex legal matters in its primary practice areas of law is unsurpassed.

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ASSOCIATE MEMBER FIRM BIOGRAPHIES

Harris Beach PLLC

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Harris Beach PLLC
99 Garnsey Road
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Harris Beach recognizes the issues that are unique to municipalities because the firm has served or serves well over 100 counties, cities, towns and villages throughout New York State. Our attorneys and professionals assist these entities by providing legal guidance and support on a full range of municipal matters including, but not limited to, general municipal law; municipal litigation; regulatory compliance and oversight; strategic and operational efficiencies for municipalities; land use, zoning, and development; community planning; economic development; labor and employment; real estate and project management; energy law; communications and crisis management services; and grant writing and administration. In addition, we represent virtually every level of state and local government, along with dozens of public authorities, industrial development agencies and local development corporations. In this capacity, Harris Beach has represented municipal boards, municipal corporations, agencies and authorities, in a diverse array of legal, policy, regulatory and programmatic matters.

Through our experience representing a broad range of public entities for decades, our attorneys fully understand the financial pressures and operating constraints municipalities face as well as the preferences for how to best manage the delivery of legal services. This understanding not only comes from our service to public entities but also from the fact that many of our attorneys have served in the public sector. By way of example, Harris Beach has over 50 attorneys with government experience, including current and former state legislative representatives, public authority chairs and board members, municipal attorneys, as well as other professionals who have served in the public sector as policy makers, economic developers, chief executive officers and project managers. This unique collection of experience provides public sector clients with an unmatched perspective when providing counsel to ensure responsible governance, implementing effective policies, addressing finance goals, and adhering to federal, state and local regulations.

Harris Beach is a leader in the practice of municipal law and provides public service information and guidance through an acclaimed online blog at www.nymuniblog.com

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ASSOCIATE MEMBER FIRM BIOGRAPHIES

Hawkins Delafield & Wood LLP

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Hawkins Delafield & Wood LLP is the only national law firm in the United States whose practice is devoted primarily to public finance and public projects. Each of our specialty areas supports and complements our municipal transactions practice. The Firm has more attorneys engaged in the full time practice of public finance and projects than any other law firm in the country. This concentration of expertise constitutes an unparalleled resource for our clients. The Firm is consistently ranked among the top in the nation among law firms in terms of volume as bond counsel and underwriters' counsel, according to Thomson Financial, and on a cumulative basis, the Firm has been ranked first nationally since 1980 (when statistics began to be compiled). Hawkins has participated in virtually every type of transaction in the public finance arena. Our project finance and public contracts practices are also distinguished in their breadth and experience. The Firm also has the richest heritage in terms of service to the municipal industry. Founded in 1854, the Firm has been recognized nationally for its bond opinions since the late 19th century. Our attorneys have taken part in many of the landmark undertakings in our nation's history, including toll ways, port authorities, housing finance agencies, environmental facilities, fiscal recovery agencies, and non-profit institutions. Hawkins has evolved into a full service public finance law firm of over 100 lawyers. The Firm's New York office is on the site of Alexander Hamilton's law office, at 67 Wall Street. The Firm now also maintains offices in Los Angeles, San Francisco and Sacramento, California, Washington, D.C., Newark, New Jersey and Hartford, Connecticut. Areas of Practice: Public Finance, Public Law, State and Federal Securities, Tax, Real Estate and Redevelopment, Banking, Eminent Domain, Procurement, Contract, and Privatization.

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ASSOCIATE MEMBER FIRM BIOGRAPHIES

Maynard, O'Connor, Smith & Catalinotto LLP

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Since 1919, when two distinguished Capital Region attorneys, William C. Maynard and Gerald W. O'Connor formed a partnership for the practice of law, the Maynard, O'Connor law firm has been a hallmark for legal expertise throughout upstate New York. Today, 99 years later, Maynard, O'Connor, Smith & Catalinotto, LLP, has a team of over a dozen attorneys and associates working for clients out of three upstate New York offices. Since the firm's inception, a substantial portion of our practice has centered on the broad area of civil litigation in both New York State and Federal Courts. Throughout this entire period of time, we have also offered comprehensive legal services in the area of Municipal Law, including, civil rights claims; construction litigation arising from public works projects; commercial disputes; Native American sovereignty/Non-Intercourse Act claims; bankruptcy; and, general liability claims. At Maynard, O'Connor, we pride ourselves on the important things. Our partners and attorneys work everyday to help our clients with the best possible legal representation. Every attorney works with our clients and every attorney evaluates him or herself on the successful resolution of matters for our clients. There is nothing more important. Our team subscribes to the highest code of ethics in our industry. We work for our clients and want them to feel comfortable knowing that we are only here to help them. We work to ensure that each of our clients feels that they are the most important client we have. We strongly believe in our team and our community. Working together, we strive to improve our community through charitable and civic contributions and efforts. This makes us all better attorneys and people. Because of our history, values and people, our clients often stay with us for decades. We've been here for them for 99 years and will continue to be far into the future.

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ASSOCIATE MEMBER FIRM BIOGRAPHIES

McCabe & Mack LLP

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Many current law firms do not date back even to the 20th century, let alone the 19th century! McCabe & Mack LLP traces its roots back over 120 years to the pioneering law practice of John E. Mack. We have provided continuous counsel and representation ever since, serving Dutchess County, the Hudson Valley region and clients throughout New York.

We have grown and evolved into a full-service firm that can readily address the needs of individuals, businesses and institutional clients. Our areas of practice are diverse and comprehensive, including estate planning, education law and criminal defense; business counsel and litigation; insurance defense; banking and lending; and real estate and development, among many more. The size of our staff and breadth of our experience enable us to put together the right team for any client's matter.

The founders of our firm were great believers in public service, shaping policy and giving back to the community. That tradition continues today. Our attorneys and staff are active leaders and members of many local organizations. Our attorneys have also earned the respect of their professional colleagues, as reflected by many accolades such as the AV* rating from Martindale-Hubbell and Super Lawyers designations.

Several members of our staff have been with the firm for 40 years, and some clients have been with McCabe & Mack longer than that. Our accomplished legal team includes the Hon. Albert M. Rosenblatt, retired justice of the New York State Court of Appeals.

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ASSOCIATE MEMBER FIRM BIOGRAPHIES

Orrick, Herrington & Sutcliffe LLP

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Orrick, Herrington & Sutcliffe LLP opened its New York office in 1984. Today, with nearly 200 lawyers in New York, it is among the top forty law firms in the city. Our size, broad-based practice in New York, and international presence clearly position Orrick as a global player today and in the future.

Roemer Wallens Gold & Mineaux LLP

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Roemer Wallens Gold & Mineaux LLP is a law firm with offices in Albany, the state capital of New York. The firm has a respected reputation for providing its clients with responsive, thoughtful, creative, efficient and effective legal services. The firm is resolution-oriented and recognizes that all aspects of the practice revolve around its clients' ability, directly and with the assistance of counsel, to negotiate the best possible results.

West Group Law PLLC

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Members of West Group Law PLLC ("WGL") have extensive experience representing municipalities and other public entities in connection with water and wastewater systems and projects, solid waste systems and projects, civic projects, municipal buildings, environmental and regulatory matters, transportation, developing regional utility systems, structuring requests for

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proposals, contract negotiations, alternative project delivery methods, land use development, and construction law.

Members of our firm have spent their careers serving state and local governments. We understand the challenges public entities face because many of our attorneys once worked in senior positions in local government. This experience enables us to provide state and local governments with efficient, creative, and low cost solutions across the United States.

WGL has offices located in Albany and White Plains, and we represent clients throughout the country.