



Marianne Monroy

Partner/Director

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PRACTICE

Appellate Litigation
Employment Law (Co-Chair)
Litigation & Arbitration

EDUCATION

Pace University Law School
(J.D. and Environmental Law Certificate,
cum laude, 1997)
Brooklyn College
(B.A., *cum laude*, 1994)

BAR ADMISSIONS

New York
New Jersey
Connecticut

COURT ADMISSIONS

U.S. Court of Appeals, Second Circuit
U.S. District Court for the Southern
District of New York
U.S. District Court for the Eastern
District of New York
U.S. District Court for the Northern
District of New York
New York State Courts
New Jersey State Courts
Connecticut State Courts

HONORS AND AWARDS

Super Lawyers – New York Metro
(2013-2020)
Selected for "Outstanding Women in
Law for 2016" by the Honorable A. Gail
Prudenti and Hofstra University School
of Law (April 5, 2016)
Long Island Business News – "Who's
Who in Intellectual Property & Labor
Law" (2014 & 2013); "Ones to Watch"
(2012); "40 Under 40" Class of 2012
(2012)

PROFESSIONAL ASSOCIATIONS

Nassau County Bar Association
American Health Lawyers Association

Marianne Monroy, Co-Chair of GW's Employment Law Practice Group, has more than 20 years of experience representing private corporations, non-profits, and individual clients in connection with a broad range of employment law matters including age, disability, race, sexual harassment, wage and hour, benefits, audits, defamation, restrictive covenants, and breach of contract claims. Her practice also includes litigation of a wide variety of commercial and business issues, including contract disputes, managed care, and judicial review of agency and other administrative determinations and has defended clients against claims under the Americans With Disabilities Act, Family and Medical Leave Act, Fair Labor Standards Act, False Claims Act, New Jersey Law Against Discrimination and the Conscientious Employee Protection Act.

Ms. Monroy defends clients throughout the tri-state area in state and federal courts, as well as before administrative agencies, including, among others, the Equal Employment Opportunity Commission, the New York State Division of Human Rights, the New York City Commission of Human Rights, the New Jersey Civil Rights Commission, and the Connecticut Commission on Human Rights and Opportunities.

Ms. Monroy has particular experience in counseling clients concerning general human resources issues and compliance with state and federal employment laws. She regularly conducts employee complaint investigations, drafts employee policies, develops employee on-boarding procedures and documentation, represents clients during agency audits (e.g. DOL audits), advises on employee benefit and COBRA issues; creates and implements reduction in force programs, and drafts and negotiates separation agreements. She also provides employee leadership training programs, as well as sexual harassment, wage and hour and disability training programs aimed at protecting clients from potential claims, increasing employee engagement and productivity, and reducing staff turnover.

Ms. Monroy received her B.A., *cum laude*, from Brooklyn College in 1994, and her J.D., *cum laude*, and Environmental Law Certificate from Pace University Law School in 1997.

Speeches and Events

- Employment Law Leadership Bootcamp: Community FoodBank of New Jersey (October 29, 2018)
- Webinar: Sexual Harassment in The Medical Professional (December 14, 2017)
- Webinar: New York Paid Family Leave Law: What You Need to Know About This Law (September 13, 2017)
- DOL New Fair Labor Standards Act (FLSA) Overtime Law Changes, CTCPA Education Center Healthcare Conference, Rocky Hill, CT (October 6, 2016)
- On the Front Line: How to Handle Difficult ASC Employees, 2016 NY Metro ASC Symposium, New York Hilton, NY (September 14, 2016)
- Anti-Discrimination and Harassment: Management Awareness & Prevention, Brooklyn Plaza Medical Center, Brooklyn, NY (July 2016)
- Assuming Leadership Roles as Physicians: Responding to Behavioral Issues, Columbia Memorial Hospital, Hudson, NY (April 2016)
- How to Handle Employee Discipline Issues: An Invaluable Cost-Containment Safeguard, Fairfield County Medical Association Educational Program, Norwalk, CT (May 7, 2014)
- Practical Considerations for Documenting and Handling Employee Performance, Discipline and Complaints, Queens Endoscopy Center, Fresh Meadows, NY (March 26, 2014)

Publications

- "Implementing the Mandates Imposed on Covered Entities by Section 1557 of the ACA," Co-Author, Law Journal Newsletters, February 2017
- "Patient Language Barriers: Why Physicians Are Responsible," Medical Economics (2015)
- "Firing An Employee: Protecting Your Practice From A Lawsuit," Medical Economics (2014)
- "The Importance of a Good Employee Handbook," Journal of the American College of Radiology (Vol. 11, Issue 4, p 421-422) April 2014
- "Beware the Risks of Using Social Media During Recruitment," New York Law Journal (March 10, 2014)