



## **LAURIE BELONY**

**Attorney**

**New York**

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## **BIOGRAPHY**

Laurie Belony practices in the areas of employment law and litigation with extensive experience in insurance coverage issues and defense.

Laurie's employment law practice covers a wide range of issues concerning employers, and she regularly provides advice and litigation services across many industries. She represents clients in wage and hour compliance investigations, fair employment practice audits, and regulatory issues before federal and state agencies. Laurie also defends employers against individual and class action discrimination, harassment, and retaliation claims, as well as wage and hour class actions, in federal and state courts and in arbitration proceedings. She frequently negotiates and drafts sophisticated employment, independent contractor, nondisclosure, restrictive covenant, and severance and settlement agreements. Laurie counsels clients on transaction due diligence, hiring policies, accommodations, FLSA, employee termination, unemployment, and reduction-in-force

issues to comply with federal and state employment laws. She also drafts employee handbooks and policies, and assists on their implementation. Her employment practice also extends to the representation and counseling of many of the firm's pro bono clients.

Laurie's litigation practice includes representing companies in contract disputes, business torts (e.g., tortious interference with business relationships) and complex insurance matters (e.g., issues related to insurance coverage, fraud and civil RICO). She has a breadth of experience in all phases of litigation, including discovery, motion practice, oral argument, bench trials, and appellate proceedings.

Prior to joining the firm, Laurie was an in-house lawyer at one of the largest auto insurance companies in the United States. She departed with 10 years of experience as a trial lawyer and her portfolio of complex insurance defense work included a \$5.3 million insurance fraud suit which resulted in a complete defense verdict.

## **ADMISSIONS**

New York, 2005

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

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

## **EDUCATION**

New York Law School, LL.M., Taxation, 2009

The George Washington University, J.D., 2004

Queens College of the City University of New York, B.A., cum laude, 2001

## **RELATED PRACTICE AREAS**

- Employment & Labor
- Employment Class & Collective Actions
- Investigations
- Regulation, Compliance & Advisory
- Litigation & Dispute Resolution
- Cross-border Employment Issues
- Business & Commercial Disputes

## EXPERIENCE

Successfully negotiated resolution of individual plaintiff's claims in the District Court for the District of Massachusetts alleging employer, leading manufacturer of industrial and architectural acoustic sound control protocols, violated FLSA and Massachusetts wage and hour laws by failing to pay plaintiff and similarly situated employees the proper overtime wage and for all overtime hours worked.

## RELATED INSIGHTS

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Every new year brings changes to the employment laws applicable to New York State and New York City employers. In this article, we review the key employment laws that went into effect in 2024 and highlight some of the new and upcoming laws that may affect your business in 2025.

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