



Principal, White Plains

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Scott T. Baken is a principal in the White Plains, New York, office of Jackson Lewis P.C. He has participated in numerous wrongful discharge and employment discrimination trials and appellate proceedings in both state and federal courts.

Scott also defends employers in administrative proceedings before fair employment practice agencies, lectures and advises clients on subjects such as sexual harassment, reductions in force and the implementation of preventive personnel practices designed to increase productivity, enhance morale and ensure compliance with the many federal, state and local laws that impact the workplace.

Scott educates employers on the legal and practical implications of workforce reductions, mass layoffs and plant closings, and assists companies in designing and implementing voluntary and involuntary group staffing programs. Scott works with experienced Jackson Lewis attorneys throughout the country who utilize an interdisciplinary approach to providing advice and counsel on the cutting edge of the reduction in force and workplace reorganization issues facing employers today. These attorneys have experience in: (1) disciplines such as employee benefits, employment and benefits-related litigation, labor relations and immigration law; (2) compliance with the Older Workers Benefit Protection Act (“OWBPA”), the Worker Adjustment Retraining and Notification Act (“WARN”) and similar state laws; and (3) conducting statistical disparate impact analyses.

In addition to employment law and human rights, Scott is passionate about music, movies and old pinball machines. Given the limited time for practice, Scott's schedule permits, he anticipates mastering the guitar by the time his teenage children graduate from college.

## Practices

- Healthcare
- Employment Litigation
- Real Estate
- Reductions-in-Force/WARN Act
- Trials and Appeals
- Workplace Training

## Education

- Fordham University School of Law, J.D. 1984
- Cornell University School of Industrial and Labor Relations, B.S. 1981

## Admitted to Practice

- 2nd Circuit Court of Appeals 1996
- 5th Circuit Court of Appeals 1992
- 6th Circuit Court of Appeals 1994
- 7th Circuit Court of Appeals 1998
- Illinois - N.D. Ill. 1996
- Michigan - E.D. Mich. 1989
- New York - E.D. N.Y. 1986
- New York - N.D. N.Y. 1996
- New York - S.D. N.Y. 1986
- New York - W.D. N.Y. 1988
- New York 1985

## Honors and Recognitions

- *Hudson Valley Magazine*, “Top Lawyers: Labor and Employment” (2025)
- *The Best Lawyers in America*®, “Employment Law – Management” (2019-present) and “Litigation – Labor and Employment” (2020-present)
- *The Best Lawyers in America*®, “Lawyer of the Year: Litigation – Labor and Employment” (2025)
- *The Best Lawyers in America*®, “Lawyer of the Year: “Employment Law – Management” (2020, 2022, 2024)
- Litigation Counsel of America, a trial lawyer honorary society whose members are selected on basis of their effectiveness, accomplishment in litigation and trial work, and ethical reputation, Fellow
- *New York Super Lawyers*®, “Super Lawyers” (2014-present)