



Principal, White Plains

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## Practices

- National Compliance and Multi-State Solutions
- Class Actions and Complex Litigation
- Financial Services
- Hospitality
- Hotels
- Labor Relations
- Employment Litigation
- Reductions-in-Force/WARN Act
- Restaurants
- Wage and Hour
- Workplace Training
- Transactional Services
- Life Sciences
- Higher Education
- Education: K-12
- Construction
- Real Estate

## Education

- Boston University School of Law, J.D. 1985
- State University of New York at Binghamton, B.A. 1982

## Admitted to Practice

- U.S. Supreme Court
- 2nd Circuit Court of Appeals 1997
- 6th Circuit Court of Appeals
- New York - E.D. N.Y.
- New York - S.D. N.Y.
- New York - W.D. N.Y.
- New York 1986

Penny Ann Lieberman is a principal in the White Plains, New York, office of Jackson Lewis P.C. Since joining the firm in 1988, she has devoted her time to representing and advising management in the for profit and not-for-profit sectors in a wide variety of employment matters with an emphasis on complex reductions-in-force, restructuring and corporate transactions, wage and hour and independent contractors.

Penny uses an interdisciplinary approach to providing advice and counsel on the cutting edge of the reduction-in-force and workplace reorganizations employees face today. She regularly counsels on compliance with WARN and state plant closing laws, group terminations, disability management, sexual harassment and other types of discrimination, wage and hour, independent contractors, developing personnel policies and effective employee handbooks.

Penny also litigates before administrative agencies and state and federal courts employment claims on behalf of management, including all types of employment discrimination claims, wage-hour claims, wrongful discharge and related tort and contract claims, independent contractor claims and audits and benefits claims under ERISA. She has appeared before the United States DOL, the New York State DOL and various state departments of labor throughout the country in the defense of a broad variety of cases, representing clients in manufacturing, wholesale, retail, not-for-profit, for profit, and service industries.

In addition, Penny works closely with clients in developing and conducting supervisory training programs relating to various issues such as worker classification issues, sexual harassment, employment discrimination, wage-hour, lawful interviewing and discharge tactics, and handling disability-related issues. Penny has authored several articles and has been quoted in *The Wall Street Journal* and *The American Lawyer* and various employment law-related publications. She frequently conducts seminars and workshops on worker misclassifications reductions-in-force, avoiding discrimination and harassment in the workplace, employee handbooks and wage and hour topics.

Penny is active in various community and charitable organizations.

## Honors and Recognition

- *The Best Lawyers in America*®, “Litigation – Labor and Employment” (2024-present) and “Employment Law – Management” (2025)
- *Thomson Reuters*, “Thomson Reuters Stand-out Lawyer – Independently Rated Lawyers”