



Principal, Long Island

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Practices

- Healthcare
- Labor Relations
- Transportation and Logistics
- Workplace Safety and Health
- Workplace Training
- Manufacturing

Education

- New York University School of Law, LL.M. 2004
- Hofstra University Maurice A. Deane School of Law, J.D. 2003
- State University of New York at Binghamton, B.A. 2000

Admitted to Practice

- New York - E.D. N.Y. 2004
- New York - S.D. N.Y. 2004
- New York 2004

Ian B. Bogaty is a principal in the Long Island, New York, office of Jackson Lewis P.C. Since joining the firm in 2004, he has practiced in traditional labor law areas such as collective bargaining, labor arbitration, contract administration and representation and unfair labor practice proceedings before the National Labor Relations Board and improper practices proceedings before the Public Employment Relations Board.

Ian also regularly counsels clients in the development and completion of preventative labor and employee relations programs and has represented management with respect to union organizational drives. Additionally, Ian counsels aviation ground handlers with regard to the applicability of the Railway Labor Act and in matters before the National Mediation Board.

In addition to his traditional labor expertise, Ian is a national resource for the firm counseling clients in the areas of substance abuse testing in the workplace and workplace safety along with litigating OSHA related claims before the Occupational Safety and Health Administration and Review Commission. He also practices employment law and provides advice and counsel to clients regarding reductions-in-force, personnel decisions, the administration of employer policies and procedures, disability and leave management, wage and hour, the development of employee handbooks, employment applications and related matters.

Ian also litigates employment disputes regarding discrimination, harassment and retaliation before federal and state courts, as well as the EEOC and the New York State Division of Human Rights and is well versed in all forms of alternate dispute resolution.

Ian also conducts management training seminars on topics including union avoidance; substance abuse testing; OSHA compliance; equal employment opportunity, discrimination and sexual harassment; effective interviewing, documentation and evaluation skills; and, compliance with the Americans with Disabilities Act and the Family and Medical Leave Act.

While attending law school, Ian was managing editor of *Business Administration* for the *Hofstra Labor & Employment Law Journal* and received an Academic Excellence Award in Criminal Law.