

# JacksonLewis



# Diane Krebs

(She/Her)

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Diane Krebs is a principal in the Long Island, New York, office of Jackson Lewis P.C. Her practice focuses on representing employers in workplace law matters, including preventive advice and counseling.

Diane has extensive experience in civil rights and labor and employment matters, including discrimination, harassment, retaliation, wrongful termination, defamation, civil service, equal pay, and wage and hour claims. Diane represents companies, large and small, public and private, in labor and employment litigation before federal, state and local courts, agencies, mediators and arbitrators.

Diane also provides comprehensive counseling and advice to corporate owners and human resource personnel on daily issues and personnel decisions that arise in the workplace, including reductions-in-force, emergency workplace situations, and litigation avoidance and/or minimization techniques. In that capacity, Diane has prepared and reviewed a multitude of human resource-related documents, including employment applications, FMLA forms, disciplinary notices, performance reviews, termination letters and employee handbooks.

Diane has authored and collaborated on articles on a variety of labor and employment issues. She is also a frequent lecturer to attorneys, supervisors, and human resource professionals, not only in open seminars but also for in-house training, tailored to the employer's specifications. Diane also conducts sensitivity and handbook training in-house for all levels of employees, to reinforce the policies of the employer and ensure its discrimination and harassment protocols are publicized and understood – a powerful tool in the defense of harassment lawsuits.

## Practices

- National Compliance and Multi-State Solutions
- Disability, Leave and Health Management
- Hospitality
- Hotels
- Employment Litigation
- Restaurants
- Workplace Training
- Financial Services
- Healthcare
- Manufacturing
- Real Estate
- Retail

## Education

- New York University School of Law, J.D. 1994
- Queens College of the City University of New York, B.A. 1991

## Admitted to Practice

- 2nd Circuit Court of Appeals 2002
- New York - E.D. N.Y. 1995
- New York - S.D. N.Y. 1995
- New York - W.D. N.Y. 1996
- New York 1995

## Published Works

- "Laboring to Comply: New York State Employers Facing an Increase in the Minimum Wage and Exempt Employee Threshold," *The Job Description (DRI)* (March 2017) [Co-Author]
- "From the Office to Cyberspace: Workplace Violence in the Twenty-First Century," *For the Defense (DRI)* (January 2017) [Co-Author]
- "New York City Anti-Discrimination Law Expanded to Protect Unemployed Status," *New York Law Journal* (March 2013) [Co-Author]
- "Participation, Proxy, and Payment: The Three Lessons of *Townsend v. Benjamin Enterprises Inc.* for Employers, Employees, and their Attorneys," *New York Law Journal* (June 2012) [Co-Author]
- "Retaliatory Adverse Actions After *Burlington*," *For the Defense (DRI)* (April 2009) [Author]
- "Applicant Background Checks – How Much Is Too Much?" *New York Law Journal*

(March 2009) [Author]

- “Employee Handbooks – Shelter From The Storm,” New York Law Journal (December 2008) [Author]

## Speeches

- “Music Industry Insiders,” DRI (Nashville, TN, May 2017) (moderator)
- “The New Overtime and White-Collar Exemption Regulations,” American Conference Institute (Washington, DC, September 2016) (co-presenter)
- “Employee Theft and Misappropriation: How to Stem the Tide,” Lorman (national webcast, February 2016) (presenter)
- “Discovery Disputes, Summary Judgment Motions, and Mediation,” DRI (national webcast, July 2015) (co-presenter)
- “The Hiring Process: Employee References and Background Checks,” Gordon & Rees (national webcast, March 2015) (co-presenter)
- “Top Ten Mistakes Employers Make – and How to Avoid or Correct Them,” Salem Media (New Jersey, June 2014) (presenter)
- “Setting Your Case Up for Dismissal From Day One: Strategic Tips for Obtaining Summary Judgment,” DRI (Scottsdale, AZ, May 2014) (presenter)
- “Best Practices in ADA, FMLA and Workers’ Compensation in New York,” Lorman (New York, NY, August 2012) (co-presenter)
- “Top Ten Lists All Employers Should Know to Maximize Their Workforce,” National Institute of Pension Administrators (Scottsdale, AZ, January 2010) (presenter)