



Practice Areas

- Labor & Employment
- Education
- Nonprofit

Education

- Syracuse University, College of Law, J.D., *cum laude*, 2017
 - Legal Communications and Research Assistant
 - Executive Board Member, Moot Court Honor Society
 - Member, *Impunity Watch* Law Journal
- Wells College, B.A., *magna cum laude*, 2014
 - Phi Beta Kappa

Admissions

- New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York

Emily A. Middlebrook

ASSOCIATE

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Emily A. Middlebrook is an Associate in the Labor & Employment Department.

Ms. Middlebrook represents both private and public employers in all aspects of labor and employment law. She counsels clients on several labor and employment issues, including Family and Medical Leave Act compliance, Fair Labor Standards Act compliance, addressing discrimination and harassment issues in the workplace and compliance with federal and New York State labor laws, including overtime laws. Ms. Middlebrook also advises clients on issues concerning non-competition agreements and restrictive covenants and has litigated issues arising under restrictive covenants.

Ms. Middlebrook regularly assists employers in developing employment policies and handbooks and addressing issues concerning employee work performance.

Ms. Middlebrook also has experience in the defense of labor and employment litigation claims before state and federal courts and state agencies including the defense of claims under the New York State Human Rights Law, Title VII, the Americans with Disabilities Act, the Public Employees' Fair Employment Act (the Taylor Law) and other labor and employment laws. She also counsels clients in matters arising under the Taylor Law and the National Labor Relations Act.

Ms. Middlebrook is a lecturer on issues including how to avoid discrimination and harassment related issues among the workforce, managing leave obligations and marijuana in the workplace and offers in-house training to clients on these, and other issues, as well.

Prior to the joining the Firm, Ms. Middlebrook interned with the United States Attorney's Office for the Northern District of New York and an employment law firm in Washington, D.C.

Professional Credentials

- Member, ALFA International, Labor & Employment Steering Committee
- Member, On Point for College, Inc., Board of Directors
- Member, National Public Employers Labor Relations Association
- Member, New York State Public Employers Labor Relations Association
- Member, New York State Bar Association
- Member, Central New York Women's Bar Association

- [Member, Onondaga County Bar Association](#)

Press & Publications

News

- [25 Hancock Estabrook Attorneys Named Super Lawyers for 2021](#)

Publications

- [Labor & Employment Law Alert: OSHA Issues Its Long-Awaited Emergency Temporary Standard](#)
- [Labor & Employment Law Alert: Private Sector Employers Must Activate Airborne Infectious Disease Exposure Prevention Plans](#)
- [Labor & Employment Law Alert: New York State Department of Labor Issues Guidance on HERO Act](#)
- [Labor & Employment Law Alert: New York State Passes Amendments to the HERO Act](#)
- [Labor & Employment Law Alert: Private Sector Employers Must Prepare for Requirements Imposed by the New York State HERO Act](#)
- [Labor & Employment Law Alert: What Employers Must Know About the Marijuana Regulation and Taxation Act](#)
- [Workplaces Must Consider Flexibility for Pregnant Workers](#)
- [Labor & Employment Law Alert: Employer COVID-19 Leave Obligations in 2021](#)
- [Labor & Employment Law Alert: New York State Issues Guidance for Phase 2 Industries](#)
- [Environmental Law Alert: EPA and CDC Guidance on Cleaning and Disinfecting Public Spaces, Workplaces, Businesses and Schools](#)
- [Labor & Employment Law Alert: New York State Budget Creates New Paid Sick Leave Program](#)
- [Labor & Employment Law Alert: New York State Requires Employers to Provide Face Coverings for Employees Who Directly Interact With the Public During COVID-19](#)
- [Labor & Employment Law Alert: USDOL Issues Temporary Regulations Implementing the Families First Coronavirus Response Act](#)
- [Labor & Employment Law Alert: New York State Health Department Issues Protocols for Essential Personnel to Return to Work Following COVID-19 Exposure or Infection](#)
- [Labor & Employment Law Alert: USDOL Issues New Emergency Leave Poster](#)
- [Labor & Employment Law Alert: The Families First Coronavirus Response Act](#)
- [Labor & Employment Law Alert: New York State and Federal COVID-19 Paid Leave Requirements](#)
- [Labor & Employment Law Alert: Exemptions to the Governor's Workforce Density Restrictions](#)
- [Labor & Employment Law Alert: New York State Prohibits Discrimination Based Upon Reproductive Health Decision Making](#)
- [Labor & Employment Law Alert: Governor Cuomo Signs into Law Profound Changes](#)

Increasing Workplace Protections

- Labor & Employment Law Alert: Governor Cuomo Signs Salary History Ban and Equal Pay Amendments into Law
- Labor & Employment Law Alert: New York State Legislature Passes Sweeping Changes to The New York State Human Rights Law
- Labor & Employment Law Alert: New York State Legislature Passes Salary History Ban
- Labor & Employment Law Alert: Legislation in the New York State Budget that Impacts Employers
- Labor & Employment Law Alert: New York State Passes Protections for Transgender Employees
- What Employers Must Know About Changes to New York's Sexual Harassment Laws
- Labor & Employment Law Alert: NYSDOL Issues Revised Proposed Scheduling Regulations
- Determining Overtime Exemptions
- Education Law Alert – Legislative Changes Affecting Special Education

Speaking Engagements

- Webinar: NYS Hero Act – What Employers Need to Know
- Labor & Employment Law Webinar: Recreational and Medical Marijuana in New York State
- PERMA Fall Educational Online Forum: “Ongoing Implications of COVID-19 in Managing the Public Sector Workforce in New York State”
- Labor & Employment Law Webinar: “2020 Focus: COVID Challenges and Lessons Learned”
- National Public Employer Labor Relations Association Webinar: “Social Media Issues: The Do’s and Don’ts of Managing Employees’ Posts, Likes, Tweets and Hashtags”
- Labor & Employment Law Webinar: Employer Return to Work Strategies Amid the Covid-19 Pandemic
- Hancock Estabrook’s 15th Annual Labor & Employment Symposium
- Labor & Employment Breakfast Club, “Legislative Proposals in the New York State Budget That May Impact Both Public and Private Sector Employers”
- Hancock Estabrook 14th Annual Labor & Employment Law Symposium