



John F. Corcoran

PARTNER

P: 315.565.4515

F: 315.565.4600

jcorcoran@hancocklaw.com



Practice Areas

- Labor & Employment
- Education
- Municipal & Public Entities
- Government Relations
- Alternative Dispute Resolution

Education

- Syracuse University
College of Law,
J.D., *magna cum laude*,
1993
 - Student
Editor, *Syracuse Law Review*
 - Order of the Coif
 - Justinian Honorary Society
- State University of New York at Cortland,
B.S.E., *cum laude*, 1977

Admissions

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

John F. Corcoran is the Leader of the Firm's Education and Municipal Practices, and formerly served as Chair of the Labor & Employment Department. He has extensive experience representing management in labor and employment litigation with an emphasis on the public sector, collective bargaining as the employer's chief negotiator, labor arbitrations, education law and municipal law, including fire service matters. Mr. Corcoran also serves frequently as the public employer's advocate or designee on compulsory interest arbitration panels for police, fire and deputy sheriff negotiations. Some recent service in this regard has been on behalf of Onondaga County, Oneida County, Chenango County, Jefferson County, Madison County, City of Rensselaer, Town of Cicero, City of Little Falls and Village of Baldwinsville. He also serves as a neutral hearing officer in public sector employment matters, including disciplinary cases under Section 75 of the New York Civil Service Law.

Mr. Corcoran also serves as general counsel to school districts advising school boards, superintendents, and administrators with regard to school board policies, student disciplinary matters, student residency issues, school board elections and budget votes, teacher disciplinary cases and many other education law matters. He also represents individual executives in employment matters, including the negotiation of employment contracts and severance agreements.

Prior to joining the Firm, Mr. Corcoran served as human resources director for Madison County and for Oneida City Hospitals.

Representative Matters

- Successfully negotiated dozens of collective bargaining agreements as chief negotiator for public and private sector employers with demonstrated expertise in preserving management rights, health insurance cost containment, control of paid leave time, and effective labor/management relations.
- Successfully arbitrated employee discharge and contract interpretation cases.
- Successfully defended several municipalities on claims for overtime pay under the Fair Labor Standards Act.
- Received favorable outcomes for numerous public and private sector employers in the defense of statutory discrimination claims under Title VII, ADEA, ADA, and the New York State Human Rights Law.
- Successfully defended many public employers before the New York State Public Employment Relations Board (PERB) on improper practice charges under the New

York Taylor Law.

- Received favorable results for various public and private sector employers in union representation matters.

Professional Credentials

- Former Executive Committee Member, New York State Bar Association, Labor and Employment Law Section
- Member, New York State Public Employer Labor Relations Association, Board of Directors
- Member, Onondaga County Bar Association
- Member, National Public Employer Labor Relations Association
- Member, Management Advocates for School Labor Affairs
- Former Counsel, Toggenburg Junior Ski Racing Association
- Past Board Member, New York State Blues Festival
- Past Vice-Chair, Downtown Syracuse YMCA, Board of Managers
- Past Co-Chair, New York State Bar Association, Labor and Employment Law Section, Public Sector Labor Relations Committee
- Past President, New York State Public Employer Labor Relations Association, Board of Directors (position held twice)

Honors & Recognitions

- Selected, *The Best Lawyers in America* (2014-2020)
- Selected, New York – Upstate, *Super Lawyers* (2013-2019)
- Winner, NYSPERLA William L. Holcomb Award (2016)

Press & Publications

News

- 17 Hancock Estabrook Attorneys Selected to The Best Lawyers In America 2020

Publications

- Labor & Employment Law Alert: Earning Limitation for Public Sector Retirees Increased Beginning in 2020
- Labor & Employment Law Alert: United States Supreme Court to Settle whether Title VII Prohibits Employment Discrimination against LGBT Workers
- Labor & Employment Law Alert: PERB Publishes Notice of Emergency Adoption and Proposed Rule Making
- Municipal Law Alert: United States Supreme Court Strikes Down Agency Fees
- Labor & Employment Law Alert: Fair Share Fees
- Associate Editor, *The Labor Lawyer*, American Bar Association's Journal on Labor and Employment Law
- Education Law Alert – Legislative Changes Affecting Special Education

Speaking Engagements

- Hancock Estabrook’s 15th Annual Labor & Employment Symposium
- New York State Public Employer Labor Relations Association Annual Conference, “Janus at the Age of One”
- National Public Employer Labor Relations Association, “Janus and the Bargaining Table”
- Labor & Employment Breakfast Club, “State Releases Finalized Materials and Guidance on New York’s Sexual Harassment Laws: What Changed and What Do I Need to Know?”
- PERMA Regional Managers Conference, “Recent Changes to the NYS Sexual Harassment Laws”
- New York State Bar Association Local and State Governmental Law Section Fall Meeting, “Janus and Beyond: The Demise of Fair Share Fees”
- Hancock Estabrook 14th Annual Labor & Employment Law Symposium
- Top 10 Myths and Misconceptions of Public Sector Wage and Hour Laws
- Hancock Estabrook’s 13th Annual Labor & Employment Law Symposium
- Hancock Estabrook 12th Annual Labor & Employment Law Symposium
- New York State Public Employer Labor Relations Association, 42nd Annual Training Conference, “Independent Medical Examinations in the Public Sector Employment Context”
- National Public Employer Labor Relations Association, Annual Training Conference, “Preparing for Grievance Arbitration: How to Make the Most Out of Your Band Rehearsal”
- New York State Public Employer Labor Relations Association, “The Top 10 Ways to Lose (or Mess Up) Your Section 75 Employee Disciplinary Hearing”
- Hancock Estabrook’s 10th Annual Labor & Employment Law Symposium
- Hancock Estabrook’s Ninth Annual Labor & Employment Law Symposium
- Hancock Estabrook Eighth Annual Labor & Employment Law Symposium
- New York State Association of Personnel and Civil Service Officers