



Whitney M. Kummerow

PARTNER

P: 315.565.4517
F: 315.565.4600
wkummerow@hancocklaw.com

Practice Areas

- Labor & Employment
- Education
- Municipal & Public Entities
- Startup & Emerging Business

Education

- Drexel University School of Law, J.D., *magna cum laude*, 2010
 - *Drexel Law Review*, Executive Editor of Notes
- Syracuse University, B.S., Broadcast Journalism, 2004
 - Editorial Editor, *The Daily Orange*

Admissions

- New Jersey
- New York
- Pennsylvania
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania
- U.S. District Court for the Northern District of New York

Whitney M. Kummerow focuses her practice in the areas of labor & employment, education, and startup & emerging businesses. She counsels both public and private sector employers in all types of labor and employment-related matters including employee litigation, compliance with applicable labor laws, labor-management relations, development and implementation of employment practices, policies, and handbooks, and managing employee performance issues.

Ms. Kummerow is a regular lecturer on topics including, transgender issues, The Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and employment liability.

As a member of the Startup & Emerging Business Practice Area, Ms. Kummerow counsels entrepreneurs on various issues, including best hiring practices, policy creation, and initial wage and hour compliance for new businesses.

Prior to joining the Firm, Ms. Kummerow clerked for the United States Department of Labor's Office of Administrative Law Judges and served as a judicial intern for the Honorable Jean K. FitzSimon of the U.S. Bankruptcy Court for the Eastern District of Pennsylvania. More recently, she practiced labor and employment law at Sobol & Sobol, P.C. in Philadelphia, Pennsylvania.

Professional Credentials

- Membership Director, Central New York Women's Bar Association
- Member, Food Bank of CNY, Board of Directors

Press & Publications

News

- Whitney M. Kummerow and Mary M. Miner are Promoted to Partnership at Hancock Estabrook, LLP
- Labor & Employment Attorney Whitney M. Kummerow Selected for 2018 Leadership Greater Syracuse Class

Publications

- Labor & Employment Law Alert: NYSDOL Nixes Proposed Changes to Employee

Scheduling Regulations

- [What Employers Must Know About Changes to New York’s Sexual Harassment Laws](#)
- [Labor & Employment Law Alert: New York State Releases Sexual Harassment Training Videos and Overview Webinar](#)
- [Proposed NYS Employee Scheduling Regulations: What Employers Need to Know](#)
- [Transgender Protections: Employment Law Update, New York State Public Employer Labor Relations Association Newsletter, Whitney M. Kummerow](#)
- [“Transgender Protections: Employment Law Update,” NYSPELRA Newsletter](#)
- [“Accommodating Transgender Employees: What Businesses Need to Know”, CNY Business Journal](#)
- [Education Law Alert – Legislative Changes Affecting Special Education](#)

Speaking Engagements

- [Hancock Estabrook’s 15th Annual Labor & Employment Symposium](#)
- [National Public Employer Labor Relations Association, “Janus and the Bargaining Table”](#)
- [Recently Enacted Sexual Harassment Laws](#)
- [Hancock Estabrook 14th Annual Labor & Employment Law Symposium](#)
- [Transgender Employees & the Workplace](#)
- [Labor & Employment Breakfast Club, #MeToo: What Employers Should Know To Prevent Liability](#)
- [Transgender Employees and the Workplace – Laws, Policies, and Best Practices](#)
- [Hancock Estabrook’s 13th Annual Labor & Employment Law Symposium](#)
- [Library Trustees Association of New York State, Trustees in the Know: Legal Update-Conflict of Interest, Board/Staff Relationships and Employment Liability](#)
- [Labor & Employment Breakfast Club, “Trumped! Discussions on how Current and Expected Changes to the Obama Regulatory Agenda Might Affect Employers”](#)
- [Hancock Estabrook Ithaca Seminar Series, “Business Planning Ownership & Best Practices”](#)
- [Hancock Estabrook 12th Annual Labor & Employment Law Symposium](#)
- [Society for Human Resource Management of Tompkins County, “FLSA Updates”](#)
- [NYSPELRA Annual Meeting, “Transgender Issues”](#)
- [WISE Women’s Business Center, Ask the Attorney Series, “Congrats–You Need Help! Best Practices for Bringing Workers into your Expanding Business”](#)
- [Labor & Employment Breakfast Club, “FMLA and ADA: How to Handle Sensitive Issues”](#)