

Laura M. Lestrade

Senior Attorney

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New York – 212.415.9227



Clients trust Laura to guide them through the maze of federal, state and local employment laws.

Laura began practicing at Dorsey in 1992 and has since counseled and represented employers on complying with the law and minimizing the risk of employment law claims. Laura counsels and represents employers in all aspects of employment law, including employee hiring and terminations, reductions in force, disability and discrimination issues, employee leave laws, wage and hour laws, restrictive covenant agreements, breach of fiduciary duty claims and employee policies and handbooks. She is experienced in all phases of federal and state court litigation and employment proceedings before the EEOC and state administrative agencies.

Laura also represents clients in general commercial litigation matters.

Select Experience

- Representing a large manufacturer of children's products in a breach of restrictive covenant and breach of fiduciary duties case against a former employee (New York Supreme Court)
- Defending a large credit card processing company against a disability discrimination action by a former employee (U.S. District Court, Eastern District of New York)
- Defending a small marketing firm against a race discrimination action by a former independent contractor (New York Supreme Court)
- Defending a large multi-state employer in a race discrimination and harassment action by a former employee (New Jersey Superior Court)

Court Admissions

- U.S. District Courts for the Southern and Eastern Districts of New York
- U.S. District Courts for the Western District of New York
- U.S. District Court for the District of New Jersey

Education

- New York Law School (J.D., 1992)
 - *cum laude*
- State University of New York at Oneonta (B.A., Political Science, 1983)

Bar Admissions

- New Jersey
- New York

Professional Affiliations

- Arbitrator, Civil Court of the City of New York, Small Claims Part
- Member, American Bar Association, New York State Bar Association and
- New York County Lawyers Association

Accolades

- *Best Lawyers in America*®, Employment Law, New York, 2022-2026

Insights

January 25, 2023

New York Governor Hochul Signs New York Pay Transparency Bill Into Law

February 28, 2022

New York City's Wage Transparency Law Requires Salary Ranges to be included in Job Advertisements

January 28, 2022

Expansive New Whistleblower Protections for New York Employees and Independent Contractors Take Effect This Week

June 4, 2021

The New York Hero Act, Effective this Week, Mandates Permanent New Health and Safety Measures for Private Employers

September 25, 2020

New York Employers Get Ready for Statewide Paid Sick Leave

April 6, 2020

New York City Offers Financial Assistance For Small Businesses Impacted by COVID-19

March 20, 2020

Effective Immediately New York Requires Sick Leave and Other Protections for Employees Affected by COVID-19

July 1, 2019

New York Legislature Passes Sweeping Amendments to its Discrimination and Harassment and Pay Equity Laws

May 2, 2018

New York State Enacts New Anti-Harassment Legislation Aimed at Employers,

Including Mandatory Annual Sexual Harassment Training