



Michael A. Tremont Of Counsel

Practices

Labor & Employment Law; Employee Benefits

Bio

Mr. Tremont is the former chairperson of Costello, Cooney & Fearon, PLLC's labor and employment practice group. He has a broad range experience advising employers in both the private and public sector. He has negotiated and drafted collective bargaining agreements on behalf of employers and has been involved in all aspects of administering those agreements, including grievance handling and participation in labor arbitration and administrative hearings, including New York Civil Service Law matters. He has also been involved extensively in improper and unfair labor practice hearings and representation proceedings before the NLRB and PERB, as well as defending employers in State and Federal Court, New York's Division of Human Rights and the EEOC concerning labor and employment claims, including employment discrimination matters. Mr. Tremont advises clients on how to avoid expensive and lengthy employment termination litigation by drafting human resource policies and procedures, including documentation of employee performance problems and has handled disputes with the Department of Labor involving wage and hour, independent contractor, OSHA and unemployment benefits issues.

Mr. Tremont graduated with honors with a degree in Industrial Relations from LeMoyne College in Syracuse. He received a J.D. from Albany Law School of Union University and is admitted to practice in New York State and Federal Court.

In addition to Mr. Tremont's active practice, he has been an elected member of a local school

board for 10 years, Vice President for 9 of those years, and is familiar with the nuances of public service and Education Law. Furthermore, Mr. Tremont also has experience teaching labor and employment law. He has lectured before various associations and other groups in the area of union organizing issues, OSHA compliance, Americans with Disabilities Act, Family and Medical Leave Act, privacy rights of employees, at-will employment and a host of other related topics. He has also been an adjunct professor at LeMoyne College and at Cornell University's School of Industrial Labor and Relations. Mr. Tremont served on the American Red Cross Board of Directors from 1996-2001. He has been a member of the Industrial Relations Research Association's National and Central New York Chapters, as well as the American and New York State Bar Associations' Labor and Employment Law sections.

Education

Albany Law School of Union University, J.D., 1978

LeMoyne College, B.S., Industrial Relations with Honors, 1974

Admissions

New York

Federal Court

Memberships and Associations

American Bar Association, Labor and Employment Law Sections

New York State Bar Association, Labor and Employment Law Sections

Onondaga County Bar Association

Community Involvement

Adjunct Professor at LeMoyne College- Labor Arbitration

Adjunct Professor at Cornell University-ILR School Extension Program,-collective bargaining, mediation, arbitration, and labor law

National Business Institution- speaks on a variety of labor and employment issues- employment law, anti-discrimination statutes, employee handbooks, privacy in the workplace, FMLA, ADA, employment termination, OSHA, wage and hour law

Former elected member of a local school board for 10 years, Vice President for 9 years

American Red Cross Board of Directors 1996-2001