

# Monica R. Lenahan

PARTNER

Monica R. Lenahan (formerly Monica Skanes) joined Whiteman Osterman & Hanna LLP in September 2011. Ms. Lenahan was previously a summer associate at the Firm. She represents both public and private employers, including schools and colleges, on a wide range of education and employment law issues. She regularly counsels employers to help avoid legal issues, conducts complex and sensitive student and employee investigations, and defends employers in discrimination actions and other complex litigation.

## REPRESENTATIVE ACCOMPLISHMENTS

- › Successfully defended employers in employment discrimination proceedings before the New York State Division of Human Rights, the U.S. Equal Employment Opportunity Commission, and in federal and State court.
- › Frequently conducts sensitive investigations of alleged sexual misconduct, bullying, and/or discrimination by students and/or employees and prepares detailed investigation reports for incidents at colleges and school districts.
- › Regularly drafts board resolutions, memoranda of agreement, and policies and regulations, including Codes of Conduct and employee handbooks.
- › Participates in negotiations, arbitrations, and mediations regarding public sector collective bargaining agreements.

## AFFILIATIONS


Ms. Lenahan is admitted to practice in New York State, the United States Court of Appeals for the Second Circuit, the United States District Courts for the Northern and Southern Districts of New York. She is a member of the New York State Bar Association.


## PROFESSIONAL COMMUNITY

Ms. Lenahan previously served as the Secretary of the Labor and Employment Law Section of the New York State Bar Association, and currently serves as a Co-Chair of the Section's Communications Committee. Additionally, she has served as President of the Capital District Chapter of the Labor and Employment Relations Association. She has also previously served as a board member of the Empire State Youth Orchestra, and has volunteered with Big Brothers Big Sisters of the Capital Region.

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 518-487-7764

## AREAS OF PRACTICE:

- / EDUCATION
- / LABOR AND EMPLOYMENT LAW
- / LITIGATION AND APPEALS

## PUBLICATIONS

*Out of State Court Rulings Offer Clues on Handling Confederate Flag Displays*, On Board (New York State School Boards Association) January 23, 2017.

*The Truth Behind "Final and Binding" Arbitration: A Study of Vacated Arbitration Awards in the New York Appellate Division*, 74 Alb. L. Rev. 983 (2011).

## BACKGROUND/EDUCATION

Ms. Lenahan, originally from Mt. Kisco, New York, graduated *summa cum laude* from Albany Law School in 2011. During law school, she was a senior editor of the *Albany Law Review*, a teaching assistant for both Civil Procedure and Torts, and a member of the Albany Law Review's Pro Bono program. Ms. Lenahan was also a student judicial intern in the chambers of the Honorable Thomas J. McAvoy, Senior District Judge of the United States District Court for the Northern District of New York, and a law clerk at New York State United Teachers' Office of General Counsel. Prior to law school, Ms. Lenahan graduated *magna cum laude* from Ithaca College as a member of the Honors Program.

## PRESENTATIONS/SPEAKING ENGAGEMENTS

- › *Students and Social Media and the Dignity for All Students Act*, Capital Area School Development Association, May 2014
- › *Social Media Issues in Labor and Employment Law*, New York State Bar Association, September 2014
- › *Table of Experts, Federal Regulations Final Rule: Overtime*, Albany Business Review, August 2016
- › *Preparing Employers for NY's Paid Family Leave Law*, Albany Business Review, May 2017
- › *New York Paid Family Leave*, Capital District Chapter of the Labor and Employment Relations Association, May 2017
- › *First Amendment Issues for Students and Employees*, Capital Area School Development Association, August 2017
- › *New York Paid Family Leave*, Saratoga County Chamber of Commerce, November 2017
- › *Equal Employment Laws*, National Business Institute, August 2018
- › *School Safety*, Capital Area School Development Association, August 2018
- › *Employment Discrimination*, International Public Management Association, September 2018
- › *Legal Update on Transgender Students and Employees*, Capital Area School Development Association, December 2018
- › *School Climate and Student Expression: Exploring Students' Right to Free Speech*, Capital Area School Development Association, January 2019
- › *Employee Handbooks and Employee Discipline*, National Business Institute, March 2019