

Rosemary Enright

She | Her | Hers

Partner

Buffalo

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Education

- Georgetown University Law Center, JD
- Smith College, BA

Practices & Industries

- Labor & Employment
- Higher Education
- Nuclear Energy
- Canada-US Cross-Border

Admitted to Practice

- New York

Court Admissions

- US District Court for the Western District of New York

Biography

With over 15 years in management and leadership roles at multinational software company Oracle Corporation, Rosemary serves as Barclay Damon's Labor & Employment Practice Group leader and Canada-US Cross-Border Team co-leader, primarily concentrating on helping companies comply with state and federal labor laws. She has extensive experience handling matters involving discrimination in hiring, firing, and promotion; wages; benefits; civil-rights claims; and workplace investigations of discrimination and harassment claims. Rosemary also routinely drafts employee manuals, employment agreements, severance agreements, noncompetition agreements, and employment policies and procedures.

Rosemary uses her hands-on experience with professional services, product development; training; and resource, facility, and operations management to gain a comprehensive understanding of the challenges and needs of her business clients.

Rosemary's business background is complemented by the four years she spent clerking at a small boutique law firm specializing in plaintiff-side employment matters. This experience gives her unique insight into how to counteract typical plaintiff strategies to maximize results for her clients.

A client told the independent research company Chambers & Partners that "Rosemary stands out for her responsiveness and practical approach to complex employment law issues. She consistently provides actionable guidance that balances legal compliance with business needs." Another client said, "Rosemary has been an excellent partner. She understands our workplace dynamics and the union environment we operate in, which allows her to give advice that fits our real conditions, not just the legal framework."

Bar Associations

- Bar Association of Erie County
- New York State Bar Association

Selected Memberships & Affiliations

- Barclay Damon Women's Forum

Representative Experience

- Obtained a no-cause finding from the Equal Employment Opportunity Commission (EEOC) in a sexual harassment and retaliation claim brought by an employee against a national health care staffing company.
- Obtained dismissal of a whistleblower complaint on behalf of an aviation company.
- Served as co-counsel in the representation of the president of a public company in breach-of-contract arbitration, resulting in a $5.2 million award.
- Represented not-for-profit and for-profit health care organizations in defending discrimination claims based on age, sex, race, religion, gender, disability, harassment, national origin, and retaliation brought by individuals in state and federal court and by the NYS Department of Human Resources, and the Equal Employment Opportunity Commission.
- Represented national and multinational clients in defending discrimination claims based on age, sex, race, religion, gender, disability, harassment, national origin, and retaliation brought by individuals in state and federal court and by the NYS DHR, and EEOC.
- Defended employers before the NYS and US Departments of Labor in connection with compliance matters including misclassifications, wage and hour, recordkeeping, and child-labor investigations.
- Successfully defended a staffing agency against six individual wrongful-termination charges filed simultaneously with the NYS Division of Human Rights and EEOC.
- Successfully defended an employer against a state and a federal wage-hour complaint filed by a disgruntled employee and a race, sex, and retaliation discrimination claim under Title VII, age discrimination under the Age Discrimination in Employment Act of 1967, and a disability discrimination charge under the ADA by the same employee.
- Settled a disability and age discrimination complaint filed in the US District Court for the Western District of New York

before a scheduling order was even established and for less than 5 percent of the demand.

- Obtained a no probable cause determination for a behavioral health provider in a race and criminal conviction discrimination and retaliation case.
- Represented a staffing company in a disability discrimination and retaliation case in the US District Court for the Western District of Pennsylvania.
- Obtained a no probable cause determination for a former employee in an age discrimination case before the NYS Division of Human Rights.

Prior Experience

- Damon Morey LLP, Special Counsel
- Oracle, Senior Director of Product Management for Oracle Education Worldwide
- Oracle, Senior Director of Resource & Operations for Oracle Education Americas
- Oracle, Delivery Director for Oracle Education Eastern US
- Oracle, Education Manager

Selected Community Activities

- Starring Buffalo, Board of Directors Member
- Irish Classical Theatre, Former Director and Board Secretary
- Gateway Longview, Former Director
- Children's Inn at the National Institutes of Health (NIH), Former Volunteer
- Wolf Trap National Park for the Performing Arts, Former Volunteer

Selected Honors

- Selected to *Super Lawyers* Upstate New York: Employment & Labor, 2024–2026
- *Chambers USA*, Upstate New York: Labor & Employment, 2024–2026
- *Buffalo Business First*, Power 200 Women, 2024–2026
- *Buffalo Business First*, Women of Influence Award, Inspiration Category, 2024
- *Buffalo Business First*, Legal Elite of Western New York, 2020
- Barclay Damon LLP, Cliff Wilson Mentoring Award, 2018

Selected Speaking Engagements

- USLAW NETWORK Labor and Employment Forum, "How Companies Can Maintain DEI Momentum While Navigating and Avoiding Legal Risks"
- New York Bankers Association Human Resources Management Conference, "NYS Legal Update: What HR Professionals Need to Know"
- WNY Paralegal Association, "NYS and Federal Anti-Sexual Harassment Laws"
- New York State Payroll Conference, "New York State Employee Scheduling Regulations"
- Job Service Employer Committee, "Eliminate Hiring Mistakes"

Selected Media

- Law360 Pulse, "Barclay Damon Announces New Group, Committee Leaders"
- *Buffalo Business First*, "Inspiration: Rosemary Enright"
- *Buffalo Business First*, "Equal Grounds: Employers Must Do More to Promote Workplace Pay Equity"

Selected Alerts & Blog Posts

- EEOC Rescinds Employee Criminal-History Guidance: What Employers Should Know
- New York State Enacts New Personnel Records Access Law
- New York State Minimum Wage Increases Are Here: Are You Compliant?
- Employer Obligations Under the NYSPFLA
- OSHA Revises Injury Recording and Reporting Rule

Selected Podcasts

- *Barclay Damon Live: Labor and Employment*—"Think Your Business Is Compliant? A Workers' Comp Insider Weighs In, Part 2"
- *Barclay Damon Live: Labor and Employment*—"Think Your Business Is Compliant? A Workers' Comp Insider Weighs In
- *Barclay Damon Live: Labor and Employment*—"Hospitality Wage Laws: The Costly Mistakes Employers Can't Afford to Make, Part 3"
- *Barclay Damon Live: Labor and Employment Podcast*—"Don't Get Caught Off Guard: NY's New Personnel Records Law"

- *Barclay Damon Live: Labor and Employment*—""Hospitality Wage Laws: The Costly Mistakes Employers Can't Afford to Make, Part 2"