

Megan Bahas

She | Her | Hers

Of Counsel

Buffalo

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Education

- Yeshiva University Benjamin N. Cardozo School of Law, *Magna Cum Laude*; *Cardozo Law Review*, Associate Editor, JD
- University of Rochester, *Magna Cum Laude*, BA

Practices & Industries

- Labor & Employment
- Data Security & Technology
- Health & Human Services Providers
- Health Care

Admitted to Practice

- New York

Court Admissions

- US District Court for the Northern District of New York
- US District Court for the Western District of New York

Biography

Megan concentrates her practice on labor and employment and health care and human services, advising public and private-sector employers on a broad array of labor and employment matters, including wage-and-hour issues, employee classification, employee-performance management, compliance with workplace-discrimination statutes, and traditional labor matters. She regularly counsels clients on routine labor and employment compliance; prepares employment policies, severance agreements, and restrictive covenants; and represents clients in litigated matters.

Megan represents employers across a variety of industries, including health care, manufacturing, energy, and hospitality. She defends clients in claims of discrimination, retaliation, and hostile work environment under Title VII and Section 1981of the Civil Rights Act, the Americans With Disabilities Act, the Age Discrimination in Employment Act, the Equal Pay Act, the NYS Human Rights Law, and the New York City Human Rights Law in federal court and in proceedings before the NYS Division of Human Rights and US Equal Employment Opportunity Commission. She also represents employers in wage-and-hour audits conducted by the US Department of Labor as well as employee wage complaints made to the agency.

Megan also has extensive experience representing public and private unionized employers in labor arbitrations and in unfair labor practice charges brought before the NYS Public Employment Relations Board and National Labor Relations Board. She counsels clients on labor and employment-related matters in the context of business combinations, including issues associated with unionized workforces and obligations under the federal and state Worker Adjustment and Retraining Notification Act arising from worker layoffs.

In addition, Megan has counseled clients relative to data security issues, including representing clients in NYS Attorney General investigations into electronic data breaches.

Bar Associations

- American Bar Association
- New York State Bar Association

Selected Memberships & Affiliations

- Barclay Damon's Women's Forum

Representative Experience

- Successfully obtained numerous "no probable cause" findings in discrimination charges brought before the US Equal Employment Opportunity Commission and NYS Division of Human Rights.
- Obtained summary judgment in favor of multiple clients in discrimination claims brought by employees in federal court.
- Successfully achieved the dismissal of unfair labor practice charges brought before the National Labor Relations Board.
- Represented union employers in grievance arbitration hearings concerning disputes arising under collective-bargaining agreements.
- Successfully obtained determination on worker classification as independent contractors in proceedings before the NYS Department of Labor.

Prior Experience

- Hiscock & Barclay, LLP, Associate
- Fitapelli & Schaffer, LLP, Law Clerk
- Hiscock & Barclay, LLP, Summer Associate
- Genesee County Family Court to Judge Eric Adams, Judicial Intern
- Benjamin N. Cardozo School of Law Courtroom Advocates Project, Volunteer Advocate
- Legal Services for the Elderly & Disadvantaged of Western New York, Volunteer Intern
- Cellino & Barnes P.C., Summer Intern

Selected Honors

- *Best Lawyers: Ones to Watch in America*®: Labor and Employment Law – Management, 2022–2025; Litigation – Labor and Employment, 2024–2025
- Selected to *Super Lawyers* Upstate New York Rising Stars: Employment Litigation: Defense, 2017–2018, 2020–2023
- US District Court for the Western District of New York, Pro Bono Honor Roll, 2021
- New York State Bar Association, Empire State Counsel Honoree, 2013 and 2018
- Order of the Coif, 2012

Selected Speaking Engagements

- Barclay Damon Seminar, “Mid-Year Course Correction”
- Barclay Damon Seminar, “Workplace Policies Re-Defined for 2016”
- Barclay Damon Seminar, “What Every Employer Needs to Know About FMLA and the ADA"

Selected Media

- *Buffalo Law Journal*, “Millennials Shake Up the Legal Field”
- Law360, “Attorneys React to High Court's Constructive Discharge Ruling”

Selected Alerts & Blog Posts

- Prepare for Shake-Ups: New Amendments to NYC Safe and Sick Leave Law
- New York State Now Requires Public Bidders to Implement Protections Against Gender-Based Violence in the Workplace
- New York State Law Mandates Employer Notification Regarding the Right to File for Unemployment Insurance Benefits
- New York State Passes Law Barring Employers From Mandating Employee Attendance at Captive Audience Meetings
- New York State Expands the Rights of Breastfeeding Employees in the Workplace: What Employers Need to Know

Selected Podcasts

- *Barclay Damon Live: Labor & Employment Podcast*—"Guide to Employee Handbooks, Part 3: Recommended and Optional Policies, With Megan Bahas"
- *Barclay Damon Live: Labor & Employment Podcast*—"Guide to Employee Handbooks, Part 2: Mandatory Policies, With Megan Bahas"