



Contact

**Ebony Ray**

**Associate**

New York

+1.212.969.3522

eray@proskauer.com

Ebony Ray is an associate in the Labor & Employment Law Department. Her practice encompasses a broad range of labor and employment law matters for clients across many different industries, including professional sports leagues and teams, news and media outlets, financial institutions, hospitals and private universities, among others.

Ebony has represented clients in all aspects of labor-management relations, including collective bargaining, grievance arbitrations, administration of collective bargaining agreements and litigation before the National Labor Relations Board and the New York State Public Employment Relations Board.

In addition, Ebony represents and counsels clients in a wide range of employment matters, including workplace investigations, employment discrimination actions, and wage-and-hour audits. She has also assisted clients in updating workplace policies and employee handbooks, and advised on hiring and firing practices.

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Ebony Ray earned her J.D. from Cornell Law School, where she was an honors fellow and an editor of the *Cornell International Law Journal*. While in law school, she worked as a teaching assistant and taught a small section at Cornell

University's School of Industrial and Labor Relations for an undergraduate class entitled Labor and Employment Law.

Ebony served as a law clerk to the Honorable Colleen McMahon at the U.S. District Court for the Southern District of New York.

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#### **Practices**

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Disability, Accommodations & Leave Management, Employment Litigation & Arbitration, Labor-Management Relations, Strategic Corporate Planning, Policies, Handbooks & Training, Public Sector

#### **Education**

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Cornell Law School, J.D., 2015

Honors Fellow

Cornell University School of Industrial & Labor Relations, B.S., 2010

#### **Admissions & Qualifications**

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New York

#### **Clerkships**

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U.S. District Court, Southern District of New York - Hon. Colleen McMahon

#### **Court Admissions**

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U.S. District Court, New York, Southern District

#### **Memberships**

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Federal Bar Council – Inn of Court