Proskauer



Contact

Edna Guerrasio

Partner

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Edna Guerrasio is a partner in the Labor & Employment Law Department. Edna litigates employment matters in court, as well as before state and federal administrative agencies, such as Office for Civil Rights, Equal Employment Opportunity Commission (EEOC) and Department of Labor. These matters typically involve wage and hour, restrictive covenant, contractual, accommodation, discrimination, retaliation and/or harassment claims. In addition, Edna has served as counsel for clients undertaking reductions in force, advising from the start of the decision-making process through implementation, with the goal of avoiding litigation.

With 15 years in practice, Edna possesses robust legal expertise and courtroom experience, having served as second chair in a prominent federal court trial and numerous arbitrations. She has also argued dispositive motions before both district and appellate courts.

In addition to her litigation experience, Edna collaborates with clients to find practical solutions to the variety of issues that arise in the workplace. Edna advises clients on all aspects of the employment relationship, including the creation of sensible personnel policies, and the preparation of policy manuals, employee handbooks and student handbooks. She counsels clients in various industries, including finance, healthcare, transportation, technology, fashion and higher education.

Having considerable experience with academic institutions, Edna understands the unique issues colleges and universities face. In addition to litigating on behalf of higher education institutions, Edna has assisted these clients in conducting internal investigations, responding to complaints from OCR, and regularly advises them regarding claims under Title IX, Title VII, the Rehabilitation Act of 1973 and the ADAAA, including claims of sexual harassment, sexual assault, discrimination, retaliation and failure to accommodate.

Practices

Workplace Investigations, Reductions In Force, Hiring & Terminations, Discrimination, Harassment & Title VII, Class & Collective Actions, Wage and Hour, Restrictive Covenants, Trade Secrets & Unfair Competition, Higher Education and Title IX, Employment Litigation

Education

Brooklyn Law School, J.D.
cum laude
Trinity College Dublin, B.A.
With Honors

Admissions & Qualifications

Tennessee
New York
New Jersey

Court Admissions

U.S. District Court, Tennessee, Western District
U.S. Court of Appeals, Second Circuit
U.S. Court of Appeals, Third Circuit
U.S. Court of Appeals, Sixth Circuit
U.S. District Court, New Jersey
U.S. District Court, New York, Eastern District
U.S. District Court, New York, Southern District

Memberships

American Bar Association

New York Bar Association

New Jersey Bar Association

Awards & Recognition

Carswell Merit Scholar

New Jersey Super Lawyers "Rising Stars" 2018