



Contact

**Sophia Alonso**

**Associate**

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Sophia focuses her practice on traditional labor law. She is a former trial attorney from the National Labor Relations Board (NLRB) with extensive experience as lead counsel in numerous unfair labor practice proceedings before the NLRB and U.S. District Courts. While at the NLRB, she served as trial counsel on high-profile matters that are landmark cases in federal labor law, including 10(j) injunction cases.

As a counselor to employers, she leverages her experience at the NLRB to guide clients on how to navigate government investigations, litigation and arbitrations. Sophia has successfully represented employers in individual and class claims of discrimination, wrongful termination and retaliation. She also advises employers in collective bargaining negotiations, grievance arbitrations, and the administration of collective bargaining agreements. She is experienced across a wide range of industry sectors, such as entertainment, healthcare, transportation, and manufacturing.

Sophia also gained unique insight on union organizing efforts and representation elections as a NLRB agent, which serves to benefit her clients. Sophia represents employers facing representation proceedings and advises clients on strategic responses to various types of organizing activity.

Beyond her litigation experience, Sophia counsels clients on preventive measures such as anti-harassment and anti-discrimination training, investigation of complaints, and the value of diversity and inclusion initiatives.

Aside from her professional endeavors, Sophia is active in her community. She serves as a mentor for nonprofit organizations which focus on the advancement of immigrant women's access to education.

Sophia is the daughter of immigrants from Mexico and is fluent in Spanish.

#### Practices

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Labor & Employment, Labor Management Relations

#### Industries

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Sports, Private Capital

#### Education

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Rutgers University School of Law, Camden, J.D.

University of Texas at El Paso, B.A.

#### Admissions & Qualifications

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New York

Arizona

#### Government Service

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National Labor Relations Board - Region 2, New York City

National Labor Relations Board - Region 28, Las Vegas, New Mexico, Arizona

#### Languages

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Spanish