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Randi B. May, a partner of the firm, focuses on employment law, representing clients, both employees and employers, in all aspects of the employment relationship. Ms. May's practice includes counseling and litigation avoidance as well as litigation. Ms. May has litigated before federal and state courts, administrative agencies and arbitration panels, including conducting trials and hearings. Her experience includes the defense and prosecution of New York State Labor Law and Fair Labor Standards Act overtime claims, discrimination claims, harassment claims, retaliation claims, breach of contract, compensation disputes, breach of fiduciary duty, unfair competition, restrictive covenant disputes, theft of trade secrets and other claims relating to the termination of employment.

On behalf of employers, her counseling experience includes advising a broad range of clients concerning hiring and termination of employment, policies and practices, employee misconduct, restrictive covenants, compliance with anti-discrimination laws and other federal and New York state laws governing employment, including the Family and Medical Leave Act, the Fair Labor Standards Act and the New York Labor Law; the Worker Adjustment

and Retraining Notification Act, the Occupational Safety and Health Act, and litigation avoidance.

On behalf of employees, her counseling experience includes drafting, negotiating, and advising clients concerning executive employment agreements, severance arrangements, shareholder agreements and other basic business arrangements, all forms of restrictive covenants, including non-competition and non-solicitation agreements, and offer letters.

Ms. May is a member of the Labor and Employment Committee of the Nassau County Bar Association. Ms. May has also published articles on the FLSA and the use of BlackBerries in the workplace, and has been quoted in the New York Law Journal and Portfolio Media.

Ms. May is a Phi Beta Kappa graduate of the State University of New York at Albany, *summa cum laude*, and a 1998 graduate of Brooklyn Law School, *cum laude*, where she was Notes and Comments Editor of the Brooklyn Journal of International Law, in which she published "The Erroneous Interpretation of the Foreign Compulsion Defense in the ADEA: Mahoney v. RFE/RL, Inc.," 23 Brook. J. Int'l L. 655, 682 (1997). In 2013, Ms. May was named a Professional Woman of the Year by the National Association of Professional Women.

Education

- ▶ State University of New York at Albany (B.A. 1993)
- ▶ Brooklyn Law School (J.D. 1998)

Admissions

State of New York

Southern District of New York

Eastern District of New York

Northern District of New York

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