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Richard Reice, L&E partner, is an experienced labor and employment law counselor and litigator with both law firm and in-house counsel experience. Recruited from a large New York law firm as a senior L&E associate, he was appointed the associate general counsel for Citizen's Utilities which became Frontier Telephone and was later promoted to Executive Vice President for Human Resources and its senior executive team. Since leaving Frontier, he has been a law firm L&E partner in New York City. He has considerable expertise in negotiating employment contracts, collective bargaining agreements, litigating employment discrimination and restrictive covenant/IP protection matters, both locally and nationwide. Other practice areas include labor management relations, wage and hour issues, and the design and the implementation of workplace policies and procedures

Richard has tried numerous arbitration (FINRA, AAA) and federal and state court cases to verdict. He has had considerable success as a trial and appellate advocate. Recently, he obtained the first seizure order issued by a court in the U. S. pursuant to the federal Defend Trade Secrets Act on behalf of a New York financial services

client as part of its effort to regain possession of misappropriated trade secrets. He is a SDNY federal court appointed mediator with extensive ADR expertise. He regularly advises on employee relations, corporate acquisitions and restructurings, regulatory compliance, OSHA, and workforce management issues. He conducts on-site training on regulatory compliance, harassment prevention, and workplace safety. He has represented the interests of management and senior executives in differing industries, among them, finance, communications, staffing and healthcare.

Richard is the editor of the HNRK Restrictive Covenant Blog. He has been named a New York metro area super lawyer. He is a member of the International Bar Association and has appeared on international CLE panels. He also belongs to the ABA, the NYSBA, the Federal Bar Counsel, and the Second Circuit Inn of Court.

Education

- ▶ University of Michigan (B.A.)
- ▶ Benjamin N. Cardozo School of Law (J.D.)

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