



Amy L. Ventry-Kagan

Shareholder

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Focus Areas

Discrimination and Harassment
Wage and Hour
ERISA and Benefit Plan Litigation
Labor Management Relations
Unfair Competition and Trade Secrets

Overview

Amy Ventry-Kagan regularly litigates employment-related claims, from individual claims of sexual harassment and race, sex, age and disability discrimination, to class and collective actions in the areas of wage and hour and discrimination. She also handles retaliation and wrongful discharge claims and litigates disputes arising in connection with non-compete agreements and breach of contract claims. Amy also litigates single, multi-plaintiff and class action ERISA matters.

She frequently appears in state and federal trial and appellate courts and before the Equal Employment Opportunity Commission, the National Labor Relations Board (NLRB), the New York State Division of Human Rights, and New York and New Jersey Departments of Labor.

She counsels employers in all areas of employment, including:

- Wage and hour compliance
- Managing leaves of absence
- Labor management relations
- Implementing effective disciplinary actions
- Identifying appropriate disability accommodations

Amy has extensive experience investigating internal complaints of sexual and other types of harassment or discrimination, including allegations made against officials at the highest levels.

A significant part of Amy's practice also involves traditional labor law matters such as negotiating collective bargaining agreements and litigating traditional labor law matters arising under the National Labor Relations Act, including representation issues and unfair labor practice claims before the NLRB, as well as arbitration matters pursuant to collective bargaining agreements. She regularly advises employers in connection with union avoidance, organizing campaigns and other labor management issues.

She often represents clients in the following industries:

- Health care
- Financial services
- Telecommunications
- Banking and Insurance
- Retail
- Nutraceuticals
- Education

Additionally, Amy has made numerous written and oral presentations on various employment topics, including:

- Harassment training
- Privacy issues in the workplace
- Restrictive covenants
- Managing leaves of absence
- Conducting workplace investigations

Education

J.D., Temple University James E. Beasley School of Law

B.A., Barnard College, Columbia University

Bar Admissions

Massachusetts

New York

New Jersey

Pennsylvania

Courts

U.S. Court of Appeals, 2nd Circuit
U.S. Court of Appeals, 3rd Circuit
U.S. Court of Appeals, 11th Circuit
U.S. District Court, Eastern District of New York
U.S. District Court, Southern District of New York
U.S. District Court, Western District of New York
U.S. District Court, Northern District of New York
U.S. District Court, District of New Jersey
U.S. District Court, Eastern District of Pennsylvania
U.S. District Court, Middle District of Pennsylvania
U.S. District Court, District of Massachusetts

Publications & Press

Littler Mendelson Welcomes Amy Ventry-Kagan to its Melville, New York Office

Littler Press Release

April 7, 2010

Speaking Engagements

#MeToo, Part 2 – Where Do We Go from Here?

2019 New England Employer Conference, Newton, MA

September 27, 2019

2015 Tri-State Employer Conference

New York, NY

November 5, 2015

Littler's Annual Report on the EEOC

Melville, NY

March 12, 2015

Hiring and Firing: Best Practices and Avoiding Litigation Landmines

Melville, NY

September 10, 2014

Leave Me Alone: Handling FMLA Leave Abuse and Post-FMLA Accommodation

New York, NY

October 25, 2012

A Look Back / A Look Forward Legal Update: The Top Employment and Labor Issues Affecting New York Employers

Melville, NY

June 6, 2012

Unionized or Not, Changes at the National Labor Relations Board Affect ALL Employers

Melville, NY

March 6, 2012

What You Need to Know About Flex Work, Telecommuting and Other Alternative Work Arrangements

Melville, NY

September 14, 2011

The Employee from Hell

Melville, NY

May 12, 2011

The Top Employment & Labor Trends to Watch in the Year Ahead

Melville, NY

February 16, 2011

Employee Misclassification: The Risks and How You Can Avoid Them

Melville, NY

November 19, 2010

Weathering the New Wave of Wage & Hour Claims and Class Actions

Melville, NY

May 21, 2010