



Sandi F. Dubin

Member

New York

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Sandi concentrates her practice on labor and employment law, focusing on traditional labor law and matters involving the National Labor Relations Act. She collaborates with clients to provide practical advice and counsel on labor and employee relations issues, as well as effective solutions to complex legal issues affecting the workplace. Sandi has extensive experience working with institutions of higher education and nonprofit organizations and is intimately familiar with the complex issues unique to colleges and universities.

Sandi regularly represents employers in collective bargaining negotiations, labor arbitrations, and matters before the National Labor Relations Board. She provides counsel to employers on matters involving labor-management relations, the National Labor Relations Act, hiring, discipline, and termination, grievances, performance management, workplace policies, leaves of absence, disability and reasonable accommodations, discrimination and harassment complaint investigations, reductions in force, wage and hour compliance, and workplace safety. Sandi's practice also includes defending employers in administrative charges and complaints before administrative agencies. She is experienced in litigation concerning employment discrimination, retaliation, harassment, and wage and hour class actions.

Before joining Cozen O'Connor, Sandi was a partner in the traditional labor practice group of an international labor and employment Am Law 100 firm, where employers regularly sought her out for complex collective bargaining negotiations, arbitrations, and matters before the National Labor Relations Board.

Prior to that, Sandi served for over a decade as in-house labor and employment counsel for New York University. In her role as associate general counsel and director of labor relations, Sandi provided advice on all aspects of domestic employment and traditional labor law, representing the university in labor arbitrations, unfair labor practice matters, employment discrimination litigation, and administrative agency charges, and led the university's negotiation team both at the bargaining table and in the development of strategic proposals aimed at mutually satisfactory resolution with seven different bargaining units.

Sandi earned her J.D., *magna cum laude*, from the Benjamin N. Cardozo School of Law, where she graduated Order of the Coif. She received her B.A., *cum laude*, from the University of Pennsylvania.

Practice Areas

- Labor & Employment
- Labor Relations & Disputes
- Employment Litigation

Industry Sectors

- Education

Education

- Benjamin N. Cardozo School of Law, Yeshiva University, J.D., *magna cum laude*, 2000
- University of Pennsylvania, B.A., *cum laude*, 1997

Bar Admissions

- New York
- New Jersey

Court Admissions

- U.S. District Court -- New Jersey
- U.S. District Court -- Eastern District of New York
- U.S. District Court -- Southern District of New York

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