



Francis Giambalvo

PARTNER

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RELATED SERVICES

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OVERVIEW

Francis J. Giambalvo is a Partner in the Employment Practice Group in the New York office of GRSM. Francis' practice is primarily focused on defending large and small, public and private for-profit and not-for-profit employers in employment litigation matters, including but not limited to employment discrimination, harassment, whistle-blowing, retaliation, wrongful discharge, wage/hour class actions and other employment-related cases before federal and state courts. He also defends employers in administrative proceedings before the Equal Employment Opportunity Commission (EEOC), New York State Division of Human Rights, New York City Commission on Human Rights and other federal, state, and local fair employment practice agencies. Francis also provides comprehensive day-to-day counseling and advice to management on both transactional and litigation-related employment law matters, including strategies directed towards litigation avoidance and/or minimization. Francis also advises management on wage & hour compliance issues and frequently speaks at wage & hour conferences.

Francis has extensive experience in handling all aspects of employment litigation from inception through trial, settlement or appeal, including drafting pleadings, drafting discovery and dispositive motions; arguing motions; taking and defending depositions; attending court conferences in both State and Federal Courts; handling mediation and other settlement negotiations; and preparing settlement agreements. In addition, Francis has extensive experience in preparing and reviewing employee handbooks, offer letters, severance agreements, disciplinary notices, termination letters and FMLA and disability forms, and in counseling employers on a wide range of employment and compliance issues, including employment policies, contracts, discipline, terminations, leaves of absence, accommodations, complaints, investigations, restrictive covenants and reorganizations. Francis frequently represent companies and their employees in complex class and collective actions under the FLSA, NYLL and the NJ State Wage and Hour Law. Francis also conducts in-house Equal Employment Opportunity (EEO) compliance, sensitivity, handbook and best workplace practices training for all levels of employees, as well as sexual harassment investigations.

Prior to joining GRSM, Francis served as a Volunteer Trial Attorney with the U.S. Equal Employment Opportunity Commission's New York District Office, where he was able to gain valuable insight into the EEOC's investigation, enforcement and litigation processes and procedures. Francis also worked at a firm with a diverse employment law practice defending privately and publicly held companies in employment discrimination, sexual harassment and class and collective wage and hour cases in a wide variety of industries, including but not limited to health care, hospitality and construction.

CREDENTIALS

Admissions

- New York
- New Jersey
- U.S. District Court, Southern, Northern and Eastern Districts of New York
- U.S. District Court, District of New Jersey

Memberships

- New York State Bar Association
- New Jersey State Bar Association

Community Involvement

- Guest Judge at Robert R. Wagner Annual Labor and Employment Law Moot Court Competition March 2010

Education

- J.D., New York Law School, 2009

- B.S., Labor Studies and Employment Relations, The Pennsylvania State University, 2005