



Frances C. Slusarz

ASSOCIATE

New York

212.269.5500

fslusarz@grsm.com

RELATED SERVICES

- Employment

OFFICES

- New York

OVERVIEW

Fran has more than 20 years of experience as an employment lawyer and commercial litigator, and extensive experience litigating discrimination claims, breaches of employment agreements and non-competes, wrongful termination, whistleblower claims, unfair trade practices, fraud, and misappropriations of trade secrets in the state and federal courts of New York and Connecticut. Fran has conducted trials and hearings nationwide, in courts and administrative agencies.

Fran advises employers on disciplinary and termination matters, compliance, handbooks and policies. She also negotiates and drafts employment-related contracts.

REPRESENTATIVE EXPERIENCE

- Managed the religious and medical accommodations workflows for client's post-COVID return-to-work vaccine mandate.
- Advised allied healthcare practice concerning compliance with recreational marijuana use laws.

- Secured judgment in trial of investment bank fee dispute and successfully defended judgment on appeal.
- Won false light invasion of privacy claim for an international rap artist.

PUBLICATIONS

- “Rare Exercise of Pendent Jurisdiction Shuts Down COVID Claim,” ABA Litigation News Vol. 50, No. 1 (12/25/24)
- “Frozen Embryos Are People, Too,” ABA Litigation News Vol. 49, No. 4 (8/28/24)
- “Mandatory Bar Association Speech Must Be Focused,” ABA Litigation News Vol. 49 No. 3 (5/22/24)
- “Did You Google That?,” ABA Litigation News (5/2/24)
- “Court Expands Actionable Employment Discrimination Claims,” ABA Litigation News Vol. 49 No. 2 (1/24/24)
- “Do Online Disabled Testers Have Standing to Sue?,” ABA Litigation News (8/23/23)
- “Netflix and Hulu Are Not Video Service Providers,” ABA Litigation News (3/8/23)
- “Late Pleading Amendment Prevents Federal Jurisdiction,” ABA Litigation News (2/6/23)
- “Ethics Breach May Violate Consumer Protection Statute,” ABA Litigation News (8/22/22).
- “No Signature, No Service—No Exceptions, Even for COVID-19,” ABA Litigation News (5/11/22).
- “Parties Can Waive Appellate Review of Arbitration Decisions,” ABA Litigation News (1/25/22).
- “New Ethics Guidance For Remote Practice,” ABA Litigation News (9/21/21).
- “Option to License Requiring New Contract Is Unenforceable,” ABA Litigation News (6/22/21).
- “Government Contractor is Not Immune From Fraud Claims,” ABA Litigation News (2/25/21).
- “Jurisdiction over Nationwide Class Actions Is Upheld,” ABA Litigation News (12/2/2020).
- “Court Issues Surprising Decision on Phone Call Recording,” ABA Litigation News (6/3/2020).
- “No Nonparty Discovery in Arbitration,” ABA Litigation News (4/2/2020).

CREDENTIALS

Admissions

- New York
- Connecticut
- U.S. District Court, Northern, Southern, Eastern, and Western Districts of New York
- U.S. District Court, District of Connecticut
- U.S. Court of Appeals, Second Circuit
- U.S. Court of Appeals, Third Circuit
- U.S. Supreme Court

Memberships

- American Bar Association, Litigation Section Leadership Team, 2019-present

Community Involvement

- American Bar Association Litigation News, Team Editor, 2024-present
- American Bar Association Litigation News, Writer, 2019-2024

Education

- J.D., New York University School of Law, 2002
 - *Environmental Law Journal*, Executive Editor
 - NYU's 55th Annual Conference on Labor and Employment Law, Faculty
 - "Workplace Stress Claims Resulting from September 11th," 18 Labor Lawyer 137 (2002)
- B.A., *magna cum laude*, History, Hunter College of the City University of New York, 1993
 - Phi Beta Kappa
 - Phi Alpha Theta
 - Nathalie Wald Fellow