



## Ronald M. Green

Member of the Firm

### New York

875 Third Avenue  
New York, New York 10022  
Tel: 212-351-4646  
Fax: 212-878-8600

[rgreen@ebglaw.com](mailto:rgreen@ebglaw.com)

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**RONALD M. GREEN** is a Co-Founder of Epstein Becker & Green, P.C., and founder of its national Employment, Labor & Workforce Management practice. He is resident in the New York office. An accomplished trial attorney of international reputation, Mr. Green represents multinational and domestic companies in a range of industries, as well as a host of U.S. and foreign trade and business associations; defends corporate executives and sports and entertainment luminaries, particularly in sensitive and highly publicized litigation; and advises on a wide variety of labor and employment matters.

Mr. Green is one of the pioneers of the use of preemptive litigation in suing current and former employees, and others, who threaten to bring legal proceedings of an extortionate nature against the firm's clients. He also is an innovator in the use of the federal Declaratory Judgment Act to protect clients' business interests that may be at risk from disaffected employees.

Among the more than 100 cases that Mr. Green has tried to conclusion were a number of significant class actions, which are rarely tried and in which complex econometric models were used with great success. He often is sought by other law firms to lead their litigation teams in cases of unusual complexity.

One whistleblower, after being deposed for the defense by Mr. Green, admirably compared the verbal exchange to facing "a human sledgehammer ... I observed a master in action ... a fencing master." In 2013, Mr. Green obtained a defense verdict in a federal court employment discrimination litigation within eleven minutes of jury deliberation—and in 2016, he concluded a three-week trial in federal court with a successful jury verdict after 55 minutes of deliberation!

A member of EBG's Hispanic Business Group, Mr. Green's affiliations with the Hispanic community are both personal and professional. His maternal family hails from Buenos Aires and remains mostly in Argentina. He has represented a number of Hispanic-owned companies and has lectured frequently in Latin America, as well as in Europe and Asia, on conducting business in the United States. Mr. Green has traveled extensively throughout all of these regions.

Building on EBG's achievement in co-founding the International Lawyers Network, which now consists of more than 90 law firms on six continents, Mr. Green led the firm's Labor and Employment practice as it successfully trailblazed and continues to expand the use of global affiliations with law firms that are able to provide employment-related representation for multinational companies worldwide, including firms in Argentina, Brazil, and Mexico, as well as in China, Japan, and Korea, and throughout the European Union and the United Kingdom.

Prior to co-founding EBG, Mr. Green gained substantial prosecutorial and labor regulatory experience while working for the U.S. Department of Labor and seconded to the U.S. Department of Justice. As wage and hour trial counsel and as civil rights counsel for the Department of Labor's Office of Contract Compliance, and thereafter as head of the Civil Rights Division, he helped author many of the agency's regulations. Mr. Green also played integral roles in the litigation and settlement of a landmark telecommunications case and the Steel Industry Consent Decree.

Previously, Mr. Green served as a captain in the U.S. Army Judge Advocate General (JAG) Corps.

Since 1975, Mr. Green has taught courses in labor law and equal employment law and policy as a member of the adjunct faculty of the Cornell University School of Industrial and Labor Relations. He has been a consultant to the U.S. Secretary of Labor and the American Arbitration Association.

In addition to lecturing extensively throughout and outside the U.S., Mr. Green is a prolific author. He is a co-editor of the *HR Banker Newsletter* and has written and co-authored numerous articles for legal and business publications, including:

- "The Employer's 'Sue First' Strategy: In high stakes litigation, 'preemptive strike' has produced results," *The New York Law Journal*
- "Contract Modification or Cancellation and Breach of Contract Defenses in Times of Economic Crisis" (White Paper) (co-author)
- "*Circuit City Stores v. Adams*: The End of the Long and Winding Road to a National Policy Favoring the Arbitration of Employment Disputes," *The Journal of American Arbitration*, Tulane Arbitration Institute, Vol. 1, No. 2 (co-author)
- "The State by State Guide to Human Resources Law," Panel Publishing (co-author)
- "Negligent Hiring, Fraud, Defamation and Other Merging Areas of Employment Liability," Bureau of National Affairs
- "New Trends And Developments in Employment Law," published by Visual Education Corp. for its Career Information Service
- "Executive Guide to EEO Laws," Hill & Knowlton
- "Affected Class Relief and the Contract Compliance Program," *Employee Relations Law Journal*, Vol. 1, No. 3, published by Executive Enterprises
- "The Equal Employment Compliance Manual," Callaghan Law Book Company

- "Equal Employment Opportunity: Laws and Regulations Impacting on the Banking Industry," Bank Personnel Division, American Bankers Association (co-author)
- "Comparable Worth—The Compensation Issue for the 1980s?" Industrial Relations Research Association Series
- "Trends in Age Discrimination Litigation," *Proceedings of The New York University 35th Annual National Conference on Labor*, Matthew Bender & Company, Inc.

Mr. Green has served as a member of the Board of Directors and the Executive Committee of the American Jewish Congress. He also is a member of the Franklin Lodge of the Order of Free Masonry. He is active in the alumni associations of New York University, Brooklyn Law School, and The George Washington University Law School. In 2015, Mr. Green received the Brooklyn Law School LELA (Labor and Employment Law Association) Alumni Award.

Mr. Green has been included in *Chambers USA: America's Leading Lawyers for Business* (2002 to 2020), selected by his peers for inclusion in *The Best Lawyers in America*® in the field of Litigation—Labor & Employment (1987 to 2010, 2012 to 2021), and listed in *Who's Who Legal: The International Who's Who of Management Labour & Employment Lawyers* (2002 to 2014). He has also been named to the New York Metro Super Lawyers list in the areas of Employment Litigation: Defense and Employment & Labor (2006 to 2009, 2012 to 2019), recommended by *The Legal 500 United States* in the area of Labor and Employment Disputes (Including Collective Actions): Defense (2011 to 2014, 2017 to 2020), and included in *PLC Which Lawyer? Yearbook* (2007 to 2012). Mr. Green has received an "AV Preeminent" Peer Review Rating by Martindale-Hubbell, signifying the highest level of professional excellence.

#### **Other Interests: Past and Present**

##### **Activities**

- Skiing (downhill only)
- Boxing (amateur)
- Martial arts (Okinawan karate)
- Squash (soft ball)
- Tennis (doubles preferred)
- Flying and soaring (fixed wing)
- Auto racing (SCCA)
- Basketball (high school, college, Lawyers League)
- Softball (Lawyers League)
- Horseback riding (hunter jumpers in the field)
- Skeet and trap shooting
- Collectible car museum maintenance
- Children's book author (*Asher and His Basketball Go Surfing* and other titles—see below)

## Philanthropy

- *Noah and the Horse that Played Soccer* (authored a children's book written to benefit The Old Chatham Conservation Association and The Old Chatham Hunt Club in New York, an organization dedicated to the conservation and enjoyment of the equine rural environment)
- *The Very Last Christmas Tree* (authored a children's book written to benefit the St. Therese de Lisieux Church in Wellington, Florida, and its work to build a grotto, open to all, in honor of Therese)
- Wounded Warriors Project, Homes for Our Troops, and American Red Cross, principally

## Reading

- Military history and non-fiction, primarily

## Social Clubs and Organizations

- Old Chatham Hunt Club
- Order of Free Masonry
- Palm Beach Yacht Club
- Cornell Club
- Kravis Center for the Performing Arts
- International Automobile Club of Monaco

Ronald Green may be contacted at (212) 351-4646, or by e-mail at [rgreen@ebglaw.com](mailto:rgreen@ebglaw.com).

## Education

- The George Washington University Law School (LL.M., 1973)
  - Labor law
- Brooklyn Law School (J.D., 1968)
  - *honors program*, Law Review
- New York University (B.S., 1965)
  - School of Commerce
- University of Cincinnati (Ph.D.)
  - Pending

## Court Admissions

- Supreme Court of the United States
- New York Supreme Court
- U.S. Court of Appeals for the District of Columbia Circuit

- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Military Appeals
- U.S. District Court, District of Columbia
- U.S. District Court, Eastern District of New York
- U.S. District Court, Eastern District of Wisconsin
- U.S. District Court, Northern District of California
- U.S. District Court, Northern District of New York
- U.S. District Court, Southern District of New York
- U.S. District Court, Western District of New York
- U.S. Tax Court

### **Bar Admissions**

- District of Columbia
- New York

### **Practice Areas**

- Class Actions
- Employment Litigation
- Foreign Multinational Counseling and Litigation
- Trade Secrets & Employee Mobility
- Wage and Hour

### **Industries**

- Financial Services
- Hospitality
- Retail
- Technology, Media & Telecommunications

### **Memberships**

- American Arbitration Association, National Panel of Labor Arbitrators
- American Bar Association, Committee on Equal Employment Law and its Impact on Collective Bargaining