

Neresa A. De Biasi

Associate

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Employers turn to Neresa De Biasi* for help when they need a skilled, zealous labor relations attorney. Though practicing labor and employment law generally, Neresa focuses her work on negotiating collective bargaining agreements and memoranda of understanding, and representing employers in administrative agency hearings, arbitrations, mediations, and union grievance and unfair labor practice proceedings.

Also a trusted adviser, Neresa counsels employers concerning compliance with labor and employment laws and teams up with employers to defend them against claims of discrimination, harassment, retaliation, and wrongful termination. She is adept at negotiating and drafting settlement agreements, severance agreements, and employment documents. She also helps employers with the development and implementation of preventative workplace practices, policies, and procedures.

Prior to joining Epstein Becker Green, Neresa was an attorney at a New York City management-side labor and employment firm, where she focused on labor relations in the real estate industry. Earlier in her career, she served as a labor and employment attorney at a national grocery wholesaler. In that position, she handled all facets of labor relations, conducted labor and employment training, and dealt with day-to-day employment issues. She is no stranger to difficult labor situations, having worked on numerous layoffs at the wholesaler's unionized plants.

During law school, Neresa worked as a legal intern at the National Labor Relations Board in Newark, New Jersey, where she investigated and processed unfair labor practice charges, and served as an intern for the Honorable Sherry K. Heitler of the New York Supreme Court, Civil Term. Before law school, Neresa interned with the U.S. Department of State's Economic Affairs Section in Hanoi, Vietnam, and with the U.N. International Labour Organization, Sub-Regional Office for North Africa, in Cairo, Egypt.

As the COVID-19 pandemic continues to affect the workforce, Neresa's experience and adaptability to changing labor dynamics helps ensure that her clients stay well informed and prepared for the future of labor relations.

**Admitted in New Jersey and New York; not admitted in California.*

Education

- Fordham University School of Law (J.D., 2014)
 - Staff, *Fordham International Law Journal*
 - Addison M. Metcalf Labor Law Prize
 - Archibald R. Murray Public Service Award, cum laude
 - Co-Founder, Fordham Labor and Employment Law Society
- Cornell University, School of Industrial and Labor Relations (B.S., 2011)

Bar Admissions

- New York
- New Jersey

Practice Areas

- Labor Management Relations
- Employee Relations Investigations
- Employment Training, Practices, and Procedures

Industries

- Health Care and Life Sciences Industry
- Hospitality

Court Admissions

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