



## Jennifer M. Schmalz

Partner

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New York, NY – 212.915.6043

Jennifer Schmalz has extensive experience in the areas of traditional labor law, employment law, employee benefits, and employment litigation. She represents employers and executives in litigation, arbitration, and mediation and has served as counsel to employers in a wide range of industries including Hospitality, Real Estate, Maritime, Transportation, Finance, Health Care, and others.

As trusted counsel, Jennifer provides preventative, day-to-day advice and guidance to employers. She has conducted seminars and provided training on developments involving federal, state, and local labor and employment law. Jennifer also handles proceedings before the EEOC, NLRB, USDOL and state and local administrative agencies. Her litigation experience includes appellate practice and successfully defending Title III ADA litigation.

### **Employee Benefits**

Jennifer has served as counsel to multi-employer benefit fund trustees and advises employers on ERISA and employee benefits matters.

### **Negotiations**

Jennifer has served as lead negotiator for collective bargaining agreements and handled grievances, mediations, and arbitrations with unions.

### **Transactions**

Jennifer has acted as labor and employment counsel and conducted due diligence for mergers and acquisitions and other corporate transactions. She also has significant experience drafting employment, separation, and settlement agreements.

### **Education**

### **Services**

- Employment & Labor
- Life, Health, Disability & ERISA
- Hospitality

- Michigan State College of Law (J.D., 1996)
  - Jurisprudence Achievement Award in Labor Law
- University of Michigan (B.A., 1989)

### **Bar Admissions**

- New York

### **Court Admissions**

- U.S. Court of Appeals, Second Circuit
- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York
- U.S. District Court, District of Columbia

### **Professional Affiliations**

New York State Bar Association

### **Awards & Honors**

Selected for inclusion in Super Lawyers®, 2016–2017, 2023–2025

## **Representative Matters**

Prevailed on summary judgment in ADA Title III litigation.

Successfully argued before the Second Circuit Court of Appeals in a disability discrimination case.

Prevailed on motion to dismiss in an age discrimination case/

Negotiated collective bargaining agreements with various unions for multiple New York City hotels.

Prevailed in numerous labor arbitrations before the Hotel Industry-Impartial Chair for hotel and casino industry clients.

## **Publications**

January 2026

**Employment Tip of the Month – January 2026**