



## Ricki E. Roer

Partner

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Ricki Roer is a member of the firm's Office of the Chair, Executive Committee and Office of the General Counsel. She is the founding member of Wilson Elser's National Employment & Labor Practice. Ricki has litigated thousands of cases in state and federal courts at the trial and appellate levels. Her practice focuses on all aspects of labor and employment law relating to contract and collective bargaining negotiations and disputes; labor arbitrations, grievances and NLRB proceedings; and all aspects of employment transactions. Ricki represents multinational corporations, domestic companies, and nonprofit organizations from a wide spectrum of industries. A recognized authority in the industry, Ricki is consistently called upon to lecture on issues of employment discrimination and labor law.

Our clients are well aware of Ricki's success ratio and she is regarded as a leading strategist by the Legal 500, among others. Ricki brings a business-oriented approach to her clients' problems, employing prudent and appropriate strategies along with 24-7 availability and responsiveness. She is skilled in managing litigation, leveraging her background and industry experience in health care and insurance.

Ricki leads a team of more than 150 Employment & Labor Practice attorneys throughout the United States. Members of this national team are often recognized by clients for their high rate of court victories, early dismissals, and business-oriented resolutions of their clients' labor and employment needs. The practice's attorneys counsel clients in their day-to-day management of employment and labor issues and policies, regularly conduct a variety of internal investigations and audits, provide "hotline" services, and draft employment policy manuals and contracts as well as collective bargaining agreements and implementations.

Ricki and her team have extensive experience representing many industries and have a noted depth of experience in the defense of academic institutions as well as medical

### Services

- Commercial Litigation
- Commercial Contracts & Agreements
- Employment & Labor
- Intellectual Property & Technology
- Medical Malpractice & Health Care

centers. Ricki's expertise extends to privileging, tenure and internal investigations and hearings within the university and health care industries.

### **Education**

- Kings College - University of London (LL.M. International Law, 1982)
- American University Washington College of Law (J.D., 1981)
- University of Pennsylvania (B.A., 1978)

### **Bar Admissions**

- New York

### **Court Admissions**

- U.S. Court of Appeals, Second Circuit

### **Professional Affiliations**

- Association of the Bar of the City of New York
- New York State Women's Bar Association
- American Bar Association

### **Awards & Honors**

- Selected for inclusion in *The Best Lawyers in America®*, 2024-2026
- *Crain's New York Business* 2020 Notable Women in Law
- Legal 500, Top 10 Labor & Employment Practices

## **Representative Matters**

Obtained defense verdict in retention agreement matter in Superior Court, New York County.

Obtained dismissal of FLSA class action suit in U.S. District Court, Eastern District of New York.

Successful dismissal of uniform labor law matter in disciplinary proceedings before the NLRB.

Numerous dismissals on no probable cause in retaliation claims concerning various discrimination issues.

Prevailed in numerous individual and class action cases concerning issues of discrimination, retaliation, overtime under FLSA, ADA and NLRB.

# Publications

August 6, 2020

**COVID-19 Liability Claims Playbooks – Now Available for Download!**

April 6, 2020

**Employment Issues Related to the COVID-19 Pandemic: A Comparative Law Review**

September 20, 2019

**Informed Insurance: Thought Leadership 2019/20**