



## Saige A. Subick

Partner

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New York, NY – 212.915.5162

Saige Subick is an experienced litigator who effectively defends claims involving complex tort and general liability matters, as well as employment and labor litigation. She is well-versed in trying cases before state and federal courts throughout New York. Saige has substantial experience defending corporations, private-sector public transport companies, insurance companies, nonprofit organizations, condominium associations, school districts, and religious organizations against various claims involving personal injury, motor vehicle liability, premises liability, and employment disputes.

Prior to joining Wilson Elser and focusing on insurance defense work, Saige handled employment law litigation in New Jersey, defending against claims related to hostile work environments, gender discrimination, and Me-Too issues. Saige also practiced in the areas of commercial contracts and corporate governance, where she gained valuable experience drafting M&A, purchase, and operating agreements.

### General Liability

In the area of general liability, Saige successfully handles all stages of litigation from inception through appeal. She works closely with clients to find cost-effective solutions through effective management of early assessment and negotiations, development of best practices, and strategic use of targeted discovery and motion practice.

### Transportation

Saige has represented municipal and private transportation organizations in matters involving complex litigation claims from initial investigations through trial, emphasizing proactive defense to mitigate high-exposure damages.

### Sex Abuse Litigation

Saige is well-versed in intentional tort defense and handling Child Victims Act (CVA) cases and matters involving New York's Adult Survivor's Act and the Gender Motivated Violence

### Services

- Complex Tort & General Casualty
- Transportation
- Employment & Labor
- General Liability
- Insurance & Reinsurance Defense

Act. She skillfully advises organizations through investigations, discovery, mediation, arbitrations, and bankruptcy-related hearings.

### **Employment & Labor**

Saige effectively defends employment claims involving discrimination, hostile work environments, and workers' compensation litigation. She adeptly manages all phases of labor and employment litigation, including investigations, discovery, EEOC filings, motion practice, settlement discussions, and arbitrations.

### **Education**

- Seton Hall University School of Law (J.D., 2017)
  - Legislative Law Journal; ABA/BNA Award for Excellence in Intellectual Property; National Association of Women Lawyers Award, after two terms as Seton Hall University Women's Law Forum President
- Elon University (B.A., Strategic Communications, 2013)
  - Mock Trial Captain

### **Bar Admissions**

- New York
- New Jersey

### **Court Admissions**

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

### **Professional Affiliations**

- New York City Bar Association

### **Awards & Honors**

Selected for inclusion in *New York Metro Super Lawyers® Rising Stars™* in the Civil Litigation Defense category, 2025

## **Representative Matters**

Obtained dismissal of action from Court of Appeals for case involving workers' compensation benefits.

Obtained dismissal of action from Appellate Division for breach of contractual indemnification.

# Client Wins

## **Wright, Subick & Colgan Win Full Dismissal in Tenure Fight**

Nancy V. Wright (Partner-New York, NY), Saige Subick (Of Counsel-New York, NY), and Michael Colgan (Associate-New York, NY) secured a complete victory for our client, a public college under the State University of New York, in New York City. In a hard-fought, multi-witness disciplinary proceeding arbitrated under N.Y. Education Law § 2587 and the Collective Bargaining Agreement (CBA), against the employee's union. Our client brought this action against an IT analyst, who had been with the client since 2007, who repeatedly refused to perform assigned tasks, engaged in loud and argumentative behavior in the workplace, consistently abused the time and attendance policy, and, most seriously, made a direct threat of gun violence against a supervisor following the denial of a work-from-home request. The team presented extensive evidence and multiple witness testimony demonstrating a pattern of performance deficiencies and support of the gross misconduct and insubordination charges. The team organized five years of performance documentation into an exhibit outlining that the employee had been counseled and submitted a concise, fact-driven 40-page post-hearing summation brief that, among other arguments, showed the threat of violence as per se terminable misconduct, rendering all other charges surplusage. After a four-day evidentiary hearing spread across five months, the Hearing Officer issued a Report & Recommendation that agreed with the Wilson Elser team on virtually all points. The arbitrator found "gross misconduct" and "just cause" for termination under § 2587 and Article 28.28 of the CBA. The Union's demand for reinstatement with back pay was denied in its entirety.

## **Subick and Levasseur Secure Summary Judgment for Largest Private-Sector Transit Operator in North America**

New York City Of Counsel Saige Subick and Partner Guy Levasseur obtained summary judgment for our private-sector transit operator client on liability dismissing a New York state court case in which a bus passenger claimed catastrophic injuries after a bus stopped suddenly when cut off by a vehicle that fled the scene. The court found Saige and Guy met the burden of proof in showing an emergency doctrine situation existed as a result of the actions of the non-party vehicle. Saige appeared for oral argument three separate times for several hours overall, as there were multiple judges who were assigned to the case. The plaintiff alleged a shoulder injury and a stroke such that he has not worked since April 2021. The potential exposure/sustainable value exceeded \$3 million. The decision is even more rewarding as the plaintiff's counsel had improperly moved for sanctions, preclusion, and to strike our answer for the alleged failure to provide all discovery sought (that motion was denied but only after more than a year of motion practice).