

Judith A. Lockhart

Partner

Chair, Employment Law Practice



contact

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My clients appreciate the time I take to learn about their businesses and then craft and implement strategies that get them through difficult employment situations. Whether I am advising a small non-profit organization or a large multinational company, I don't hesitate to tell clients when they need to stop doing one thing or start doing another, and I always advocate assertively in advancing their interests. I can put myself in others' shoes to view things from different angles, understand their motivations and behaviors, and then create innovative solutions to complex employment issues.

Employment lawyer and corporate litigator Judith "Judy" Lockhart counsels organizations in all aspects of employment law and litigation. Judy helps clients keep their workplaces compliant with all relevant laws and regulations and guides them through hirings and difficult terminations and all things employment in between. In addition, she advises clients on alternate dispute resolution, internal investigations and general commercial litigation. In all areas, Judy emphasizes forging strong relationships with those she represents.

On the employment side of her practice, Judy provides advice to management on drafting personnel policies, employee manuals, employment contracts, confidentiality agreements, and separation and release agreements. She counsels clients on issues stemming from discrimination and sexual harassment claims,

terminations, wage/hour regulations, disability laws and regulations, various leave laws, unemployment and workers compensation.

Judy also handles matters involving performance evaluations, disciplinary actions, severance issues, discrimination and harassment prevention policies, training, and investigations, reorganizations, relocations and reductions-in-force, WARN Act notifications, COBRA issues, and COVID-19 response.

Litigating for U.S. and overseas corporate clients in federal and state courts, arbitral tribunals, and federal and state administrative agencies, Judy advocates in disputes centering on claims of Title VII/employment discrimination, breach of contract, and wrongful termination. She also handles cases that arise from disputes about contracts, commercial matters, health law conflicts, and products liability and toxic torts.

When alternative dispute resolution is the best course for her clients, Judy advises them in private arbitrations and mediations, as well as those involving the American Arbitration Association (AAA), International Chamber of Commerce (ICC) and the International Center for Dispute Resolution (ICDR).

No matter what her clients are dealing with, Judy finds it highly satisfying to talk through issues and determine the optimal way to solve their problems, even when they are not legal in nature. She looks for ways to best serve those she represents, including helping them change their corporate cultures to make better workplaces for employees or putting them in touch with people who would be valuable additions to their social and business networks.

Judy has an educational background in business administration and served as managing partner of Carter Ledyard for 15 years. She infuses her keen appreciation for business concerns and management perspectives into her practice.

Experience

- **Architect/Engineering Firm:** Successfully represented client in employment discrimination claim based on national origin; obtained dismissal of multimillion dollar breach of contract, malpractice claim; obtained summary judgment dismissal of shareholder action.
- **Broker/Dealer:** Representation in all aspects of employment law and litigation, including breach of contract/fiduciary duty cases, discrimination litigation, employment contracts and policy issues.
- **Foreign Engineering Co.:** Successful representation of client in connection with tortious interference claim by client.
- **Asbestos Trust:** Representation of Asbestos Trust established by order of the United States Bankruptcy Court in Delaware.
- **Public Relations Firm:** General representation.
- **Financial Services Firm:** General representation.

Presentations

- "Taking Your Firm Global" (Panelist), *The Law Firm Business Forum*, September 28, 2006
- "Making Your Compensation Committee More Effective: Dos and Don'ts" and "Use of Merit Compensation" (Panelist), *The Law Firm Partner Compensation Forum*, November 2, 2005
- "Examining Privacy Issues," *Fourth Raiding on Wall Street Conference*, November 14, 2001
- "Protecting Confidential Information, Computer Forensics & Privacy Issues," *Third Annual Raiding on Wall Street Conference*, November 8, 1999

Outside the Office

My children are now amazing adults and so I have more time to explore my creative side. I tinker with photography, bake organic bread and make jewelry. Go Mets!

Practices

Litigation and Disputes

Employee Benefits, Executive Compensation and Plan Investments Under ERISA
Intellectual Property
White-Collar and Criminal Defense
International Arbitration
Legal Audit and Investigation
Trade Secrets and Restrictive Covenants
Turkey Cross-Border

Admissions

Bar Admissions

Connecticut
New York

Court Admissions

U.S. Court of Appeals, Fifth Circuit
U.S. Court of Appeals, Fourth Circuit
U.S. Court of Appeals, Second Circuit
U.S. Court of Appeals, Tenth Circuit
U.S. District Court for the Eastern District of New York
U.S. District Court for the Southern District of New York
U.S. District Court, District of Connecticut
U.S. Supreme Court

Affiliations

Member, American Bar Association
Sections of Litigation and Labor and Employment
Member, The Association of the Bar of the City of New York
Member, Federal Bar Council
Member, Society for Human Resource Management

Education

Pace University School of Law (JD, *cum laude*, 1985)

- Casenote & Comment Editor, *Pace Law Review* 1984-85

Pace University (BAA, 1983)

- General Business

Pace University (AAS, 1982)

- Business Administration

Awards/Honors

Super Lawyers®, 2014-2023
Pace University School of Law Recipient, Distinguished Service Award, November 2006
Outstanding Women of the Bar Recipient, *New York County Lawyers' Association*, December 2004
AV® Preeminent™ rated by Martindale-Hubbell®