



Brian B. Selchick

Partner

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Brian B. Selchick is a partner in the firm's Higher Education Practice group and Labor and Employment Department. Prior to joining the firm, Brian served as the Director of Employee Relations & Training for the University at Albany for the State University of New York where he managed a unionized workforce of approximately 5,000 employees represented by six different statewide unions. During his time with the University, Brian conducted over 1,500 internal investigations involving fraud, workplace misconduct, discrimination, hostile work environment claims, breach of contract, Public Officers Law violations, out-of-title claims, improper practice charges, unethical behavior and other general matters. During his career, Brian successfully and directly handled the separation of employees from state service, including dozens of just cause terminations. He also represented the interests of the University in labor-management meetings, disciplinary, contract and administrative matters, including at the New York State Public Employment Relations Board ("PERB"). Additionally, he handled matters relating to statutory compliance with respect to FERPA, OWBPA, ADEA, ADA, OTETA, NYS Human Rights Law, NYS Corrections Law and critically, NYS Civil Service Law, namely, the Taylor Law.

Brian is highly experienced and steeped in higher education and labor relations with a practice focused on serving the needs of public and private sector employers in collective bargaining, contract interpretation, shared governance, labor-management, as well as contract and disciplinary arbitrations. Having represented private sector employers on corporate and employment related matters, Brian is equally well-versed in non-unionized employment issues. As a former union labor attorney, Brian brings a perspective to the table from the role of an internal labor relations manager to that of a statewide labor union. At the Civil Service Employees Association, Inc., Brian served as an Associate Counsel where he routinely handled matters ranging from public sector labor disputes in front of arbitrators and mediators appointed by the American Arbitration Association and state arbitration panels to litigating improper practice charges at PERB.

In addition to labor and employment law, Brian is an experienced corporate finance and securities regulation attorney having served as counsel to venture capital and private equity funds, issuers, emerging companies, start-ups and private investors with a focus on cross-border transactions. He regularly represented clients with respect to private placements, fund formation, Regulation D offerings, securities law and regulatory matters, as well as debt, equity and mezzanine financings.

Brian started his career at a large international law firm in Boston, MA after successfully exiting from a technology focused start-up. For his work as an entrepreneur, the *Albany Business Review* selected Brian as a recipient of the 40 Under 40 award at the age of 21.

Areas of Concentration:

- Higher Education Labor Relations
- Labor Arbitration
- Employment Mediation
- Collective Bargaining
- Outside Labor Counsel
- Outsourced Labor Relations

Practices

- Higher Education
- Labor and Employment
- Internal Investigations Unit
- Startups and Emerging Companies

Bar Admissions

- New York
- Massachusetts

Education

- J.D., Albany Law School, 2009
- B.A. History, Union College, 2006

Honors and Awards

- Rising Star, Super Lawyers, Corporate Finance & Securities Regulation, 2016-2018