

William J. Anthony

Principal
Albany

P 518-512-8703

F 518-242-7730

William.Anthony@jacksonlewis.com



William J. Anthony is a Principal in the Albany, New York, and Hartford, Connecticut, offices of Jackson Lewis P.C. He is Co-Leader of the Class Actions and Complex Litigation Practice Group, and is a member of the firm's Board of Directors.

Upon graduation from law school, Mr. Anthony joined the San Francisco office of Jackson Lewis. He transferred to the firm's Morristown office in 1991, the Hartford office in 2000, and moved to the Albany office in 2012. While at the Hartford office, Mr. Anthony served as Managing Partner from 2000 to 2008.

Class and Collective Action Experience

Mr. Anthony has handled numerous class and collective actions, including wage and hour claims alleging claims for improper payment of bonuses, misclassification of customer service employees, dispatchers, assistant retail managers, time share resort salespeople, pharmaceutical sales representatives and installation technicians and failure to pay minimum wage to tipped employees. Mr. Anthony has handled class and/or collective actions in New York, Connecticut, Massachusetts, New Jersey, Pennsylvania, Illinois, Florida, Tennessee, California and Washington. Results in those cases include:

- Defeated a class certification motion seeking to certify a class of banquet servers under N.Y. law;
- Obtained dismissal of a putative class action arguing that fitness instructors were properly paid all wages due under N.Y. law;
- Obtained dismissal of a putative class action arguing that satellite television installers were properly paid all non-overtime wages due under N.Y. law;
- Defeated Rule 23 class certification motion for class of mortgage underwriters in U.S.D.C. for District of Connecticut;

Practices

- Class Actions and Complex Litigation
- General Employment Litigation

Education

- Boston University, J.D., 1989
- Hamilton College, B.A., 1985

Admitted to Practice

- 2nd Circuit Court of Appeals, 2011
- 3rd Circuit Court of Appeals, 1999
- 4th Circuit Court of Appeals, 1996
- 9th Circuit Court of Appeals, 1989
- California ND Cal. (inactive), 1989
- Connecticut - D. Conn., 2000
- New Jersey - D. N.J., 1992
- New York - E.D. N.Y., 2013
- New York - N.D. N.Y., 2012
- New York - S.D. N.Y., 2013
- New York - W.D. N.Y., 2012
- California (inactive), 1989
- Connecticut, 2000
- New Jersey, 1992
- New York, 2012

- Obtained dismissal of a state law class action seeking a relief under a variety of state law causes of action as a result of an alleged misclassification as an exempt employee on the grounds that the claims were preempted by federal and state wage statutes;
- Obtained dismissal of a nationwide collective action on the grounds that the named plaintiff failed to comply with § 216(b) of the Fair Labor Standards Act and amending would be futile as plaintiff's claims were time barred as a result of the dismissal;
- Defeated conditional certification of a nationwide class of pharmaceutical sales representatives in U.S.D.C. for the District of Miami;
- Defeated conditional certification of a nationwide class of pharmaceutical sales representatives and obtained summary judgment against the plaintiff for breach of contract which included a class action waiver in U.S.D.C. for the Northern District of Illinois;
- In another national pharmaceutical sales representative case, compelled transfer of a collective action based on a forum selection clause to a Circuit which previously ruled on two occasions that such representatives are administratively exempt;
- Obtained court ordered dismissal of a nationwide class claim alleging wrongful withholding of wages pursuant to the company's bonus plan based on the differences in various state laws as to when or if a bonus constitutes a "wage" within the meaning of the law;
- Secured voluntary withdrawal of a class claim for violation of the OWBPA's provisions regarding group releases after deposition of the plaintiff demonstrated incompatibility between the interests of the named plaintiff and the class members' interests;
- Defeated class certification in two cases related to tipped employees on the basis that the Rule 23 standards were not met and individual interests predominated;
- Obtained extremely favorable resolution of nationwide misclassification claim related to assistant retail managers after conditional certification was granted;
- Obtained dismissal of various state law claims from a nationwide FLSA collective action;
- Obtained voluntary withdrawal of nationwide collective action to include individuals residing only in the state where the case was venued after early and aggressive communications with plaintiffs' counsel.

Litigation Experience

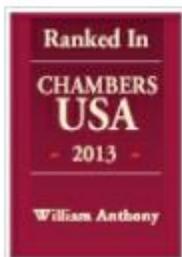
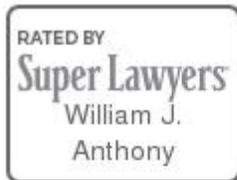
Mr. Anthony has been defending employment claims for almost twenty-five years in a number of federal and state courts around the country. He has helped clients obtain many dismissals and favorable results during that time. Mr. Anthony has trial experience in several states, including Connecticut, New Jersey, Pennsylvania and Montana. He has tried cases involving claims of discrimination, harassment, retaliation, breach of contract, failure to pay wages and a variety of other statutory and common law issues.

Employment Law Counseling and Training

Mr. Anthony advises clients on the full range of employment law issues and provides training on management skills, discrimination, harassment, wage/hour and disabilities management issues.

Honors and Recognitions

- *Hartford Business Journal*, Leadership in Diversity Award (2010)



Professional Associations and Activities

- Connecticut Bar Association
- Connecticut Lawyers Collaborative for Diversity, Past President

Published Works

- "Be Careful When Reining in Social Media Use," *Connecticut Law Tribune*, (October 25, 2010)
- "The Danger of Bringing Stereotypes to Work," *Connecticut Bar Association Labor & Employment Law Quarterly*, (Spring 2007)
- "Potential Disaster: The Employee Blogger," *Connecticut Law Tribune*, (January, 2007) [Co-Author]
- "Defending claims of Retaliatory Discipline," *Connecticut Law Tribune*, (April 19, 2004) [Co-Author]
- "What to do When Workers Can't Work," *New Jersey Law Journal*, (April 11, 1994) [Co-Author]