



## **Cara E. Greene**

Partner

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**CARA E. GREENE** is a partner at Outten & Golden LLP in New York, where she represents employees and partners in litigation and negotiation in all areas of employment law, including executive and professional contracts and compensation; lawyers as clients; discrimination class actions; whistleblowing; sexual harassment; and discrimination based on disability, pregnancy, and family responsibilities. She is Co-Chair of O&G's [Family Responsibilities and Disability Discrimination Practice Group](#) and is active in the [Sexual Harassment and Sex Discrimination Practice Group](#), [Financial Services Practice Group](#) and the [Executives and Professionals Practice Group](#).

In addition to reviewing and negotiating employment contracts and compensation guarantees, as well as severance agreements and other exit arrangements, Ms. Greene has litigated both individual and class action cases on behalf of a variety of employees including low-wage hourly workers, highly compensated professionals, lawyers, and employees in the financial services industry.

She is Chair of the New York State Bar Association's Labor and Employment Law Section; is an active member of the American Bar Association's Labor and Employment Law Section (Employment Rights and Ethics and Professional Responsibilities Committees); a member of the National Employment Lawyers Association and its New York affiliate, NELA/NY, and a member of the New York City Bar Association. Ms. Greene is a frequent speaker at employment law programs and was formerly on the Board of Editors for the Law Firm Partnership and Benefits Reporter.

Before law school, Ms. Greene was an Ohio LSC Legislative Fellow, working with Ohio State Senator Rhine McLin and the Ohio Senate Minority Caucus.

Ms. Greene received her B.A. in political studies from Gordon College, where she was an A.J. Gordon Scholar. She received her J.D. from Fordham University School of Law.

## Bar Admissions & Professional Activities

- Ms. Greene is admitted to practice law only New York and Washington, DC.
- Ms. Greene is admitted to the following federal courts: The United States District Courts for the Southern District of New York, Northern District of New York, Eastern District of New York; and the Western District of New York; and the United States Court of Appeals for the Second Circuit.
- Member, National Employment Lawyers Association (NELA), NELA New York
- Member, American Bar Association (Labor and Employment Law Section)
- Member, New York City Bar Association
- Member, New York State Bar Association (Labor and Employment Law Section, Executive Board, Co-Chair Ethics Sub-Committee)

## Speaking Engagements

Ms. Greene is a regular speaker on employment-related matters, partnership law, and ethics issues.

### 2021

- Panelist: "[Dealing with Uncomfortable Situations](#)," Women's Leadership Unbound Summit, Webinar

### 2019

- Moderator: "[Strategies and Tips for Helping Lawyers with Substance Abuse Problems](#)," ABA Employment Rights & Responsibilities Committee, Midwinter Meeting, Las Vegas, NV
- Panelist: "[Hot Topics in Employment Law: The Great Debate](#)," New York County Lawyers Association, Continuing Legal Education Institute, New York, NY

### 2018

- Panelist: "[Balancing Workplace Safety with Employee Rights](#)," ABA Section of Labor and Employment Law, 12th Annual Labor and Employment Law Conference, San Francisco, CA

- Panelist: "Ethical Considerations Implicated By ESI," National Employment Lawyers Association, Spring Seminar: ESI & Technology For The Plaintiffs' Employment Lawyer, Vienna, VA
- Panelist: "Managing Ethics Issues When Your Client is In the Wrong," American Bar Association, Section of Labor & Employment Law, Ethics and Professional Responsibility Committee Midwinter Meeting, Clearwater Beach, FL
- Panelist: "#MeToo: Preventing Sexual Harassment in the Legal Workplace," American University Washington College of Law, Washington D.C.
- Panelist: "Equal Pay/Pay Equity Issues in Employment Law," Practising Law Institute, Employment Law Institute, New York, NY
- Panelist: "Employer Best Practices for Conducting Sexual Harassment Training in the Workplace," New York City Bar Association, Sexual Harassment Summit: Perspectives and New Best Practices in the Wake of #MeToo, New York, NY
- Panelist: "Non-Compete Enforcement in New York State," New York State Bar Association, New York, NY
- Panelist: "Assessing #MeToo's Impact on Employment Law," NYU Law, New York, NY
- Panelist: "#MeToo and the Legal Profession," Cardozo Law School, New York, NY
- Panelist: "#MeToo: How to Navigate Sexual Harassment in the Workplace," New York State Bar Association, New York, NY

## 2017

- Panelist: "Plenary IV: Ethically Dealing with Difficult Clients," New York State Bar Association, Labor and Employment Law Section, Fall Labor & Employment Law Section Meeting, Bolton Landing, NY
- Panelist: "The Ethics of the Disruptive Client," ABA Section of Labor & Employment Law, Ethics and Professional Responsibility Committee, Midwinter Meeting, Puerto Vallarta, Mexico
- Panelist: "FMLA Games," ABA Section of Labor & Employment Law, Federal Labor Standards Law Committee, Midwinter Meeting, Playa del Carmen, Mexico
- Panelist: "Emergency Ethics," New York State Bar Association, Labor and Employment Law Section, Labor and Employment Law Section Meeting, New York, NY

## 2016

- Panelist: "Equal Pay/Pay Equity Issues in Employment Law," Practising Law Institute, Employment Law Institute, New York, NY
- Conference Co-Chair: "Labor and Employment Law," American Bar Association, Section of Labor & Employment Law, 10th Annual Conference, Chicago, IL

## 2015

- Panelist: "Gender Pay Disparities: Enforcement, Litigation, and Remedies," National Employment Law Association/New York, New York, NY
- Speaker: "Ethics in Labor and Employment Arbitration," New York City Labor and Employment Relations Association, New York
- Panelist: "Recent Developments in Pregnancy Discrimination Law," National Conference on Equal Employment Opportunity Law, Miami, FL
- Conference Vice-Chair: "Labor and Employment Law," American Bar Association, Section of Labor & Employment Law, 9th Annual Conference, Philadelphia, PA

## 2014

- Panelist: "Ethical Issues in Representing Multiple Clients: We're All in this Together—Or Are We?," American Bar Association, Section of Labor & Employment Law, Midwinter Meeting, Los Cabos, Mexico
- Speaker: "Social Media and Legal Ethics," , 31st Annual Carl A. Warns, Jr. and Edwin R. Render Labor and Employment Law Institute, Louisville, KY
- Panelist: "Restrictive Covenants and Faithless Servant Litigation," Suffolk County Bar Association, Hauppauge, NY

## 2013

- Panelist: "Update Ethic 20/20," American Bar Association, Section of Labor & Employment Law, Ethics & Professional Responsibility Committee Midwinter Meeting, Miami Beach, FL
- Panelist: "Ethics in Discovery: Where the Rubber Meets the Road," American Bar Association, Section of Labor & Employment Law, New York, NY
- Speaker: "Do Lawyers Have an Ethical Duty to Understand Technology," American Bar Association Section of Labor & Employment, National Symposium on Technology and Labor and Employment Law, Berkeley, CA
- Panelist: "Ethics: A to Discovery," National Employment Lawyers Association—New York Chapter, New York, NY
- Moderator: "Ethics in Employment Law," New York City Bar Association, New York, NY
- Speaker: "The Business and Ethics of Hanging Out Your Shingle," American Bar Association, Section of Labor & Employment Law, Ethical, Practical and Technological Issues in Managing a Labor and Employment Law Practice, 7th Annual Labor and Employment Law Conference - Annual CLE Conference, New Orleans, LA

## 2012

- Panelist: "Love Triangle in Sin City: A Modern Day Mock Trial," American Bar Association, Section of Labor & Employment Law, Midwinter Meeting of the American Bar Association, Section of Labor & Employment Law, Employment Rights and Responsibilities Committee, Las Vegas, NV
- Panelist: "Ethics for Government Attorneys," The College of Labor & Employment Lawyers New York, Connecticut, and Northern New Jersey, New York, NY



- Panelist: "Ethical Considerations in Alternative Dispute Resolution," National Employment Lawyers Association, National Employment Lawyers Association ABCs of Alternative Dispute Resolution, Seattle, WA
- Lecturer: "Ethical Issues in Terminating a Client-Lawyer Relationship," Association of Towns Annual Meeting and Training, New York, NY
- Panelist: "Emergency Ethics for the Employment Lawyer," National Employment Lawyers Association Annual Conference, Hunter, NY
- Panelist: "Ethics and Social Media for Plaintiffs' Employment Lawyers," National Employment Lawyers Association Annual Conference, San Diego, CA

## 2011

- Panelist: "Remaining Civil with the Uncivil," The College of Labor & Employment Lawyers New York, Connecticut, and Northern New Jersey, New York, NY
- Panelist: "Ethics in Employment Law," National Employment Lawyers Association—New York Chapter, New York, NY
- Panelist: "Technology Tools and Legal Ethics," American Bar Association, National Symposium on Technology in Labor & Employment Law, New York, NY
- Panelist: "Two Years Down the Road with the Lilly Ledbetter Fair Pay Act - a look back on equal pay developments and a look ahead to upcoming implications for class litigation," American Bar Association, Section of Labor & Employment Law, Employment Rights and Responsibilities Committee/Ethics and Professional Responsibility Committee, Midwinter Meeting, San Juan, PR
- Panelist: "Practice Profiles—Labor and Employment Law," Fordham University School of Law, New York, NY
- Panelist: "Responding to a World of Rapidly-Changing Technology," American Bar Association, Labor and Employment Law Section, Annual CLE Conference, Seattle, WA
- Panelist: "'Client, You're Fired!' Ethical Issues in Terminating the Client Lawyer Relationship," New York State Bar Association, NYSBA Annual Meeting, New York, NY
- Moderator: "Forget Romance, Get it in Writing: The Ethics of Engagement Letters," New York State Bar Association, Labor and Employment Law Section, Fall Meeting, Sarasota Springs, NY
- Panelist: "Top 5 Things to Tell Your Client in Preparing for Mediation," Colorado Bar Association, National CLE Conference, Vail, CO

## 2010

- Panelist: "Equal Employment Opportunity and Discrimination Law and Regulatory Change," The College of Labor & Employment Lawyers New York, Connecticut, and Northern New Jersey, New York, NY
- Panelist: "Ethical Issues Surrounding Third Party Payer Situations," New York State Bar Association, Labor and Employment Law Section, Fall Meeting, Longboat Key, FL
- Moderator: "Le Divorce: Hot Issues in Negotiating Severance Agreements," National Employment Lawyers Association, Washington DC

- Panelist: "No Day at the Beach—Conflicts of Interest," American Bar Association, Section of Labor & Employment Law, Employment Rights and Responsibilities Committee/Ethics and Professional Responsibility Committee, Midwinter Meeting (Joint Panel), New York, NY
- Panelist: "Ethics in Employment Law," National Employment Lawyers Association—New York Chapter, New York, NY
- Panelist: "FMLA/ADA and USERRA Update," Colorado Bar Association, National CLE Conference, Vail, CO

## **2009**

- Panelist: "Fighting the Discovery Battle Without Losing the Ethics War" (Joint Panel)," American Bar Association, Section of Labor & Employment Law, Employment Rights and Responsibilities Committee/Ethics and Professional Responsibility Committee, Midwinter Meeting, Key West, FL
- Lecturer: "Pregnancy and the Law," Legal Health (New York Legal Assistance Group)—Beth Israel Medical Center, New York, NY
- Panelist: "Practice Profiles—Labor and Employment Law," Fordham University School of Law, New York, NY

## **Awards & Recognition**

- Best Lawyer in Employment Law 2020 - 2022
- Super Lawyers Super Lawyer 2013 - 2021
- Legal 500 United States Recommended Labor and Employment Lawyer 2019 - 2021
- Legal 500 US "Leading Lawyer" 2019 - 2021
- Lawdragon 500 Leading Plaintiff Employment Lawyers 2018-2020
- Super Lawyers NY Women Super Lawyers 2019
- Super Lawyers Rising Star 2012, New York Metro