



## **René S. Roupinian**

Partner

685 Third Avenue  
25th Floor  
New York, NY 10017

T: (212) 245-1000

F: (646) 509-2060

[rsr@outtengolden.com](mailto:rsr@outtengolden.com)

**RENÉ S. ROUPINIAN** is a Partner of the firm and Co-Chair of the [Worker Adjustment and Retraining Notification \(WARN\) Practice Group](#), and a member of the firm's [Class Action Practice Group](#).

For over fifteen years, Ms. Roupinian has devoted her practice to the litigation of Worker Adjustment and Retraining Notification (WARN) Act cases, representing tens of thousands of employees who were terminated without sufficient notice in violation of federal and state WARN laws. The firm's WARN practice is national and its WARN cases have and continue to cover a wide range of industries, including telecommunications, transportation, retail, mining, mortgage and manufacturing. A majority of the cases Ms. Roupinian litigates are initiated as class actions and are frequently filed in bankruptcy court as adversary proceedings.

In 2008, Ms. Roupinian, her colleague Jack A. Raisner and their client, Joe Aguiar, were invited to submit testimony to the U.S. Senate's Health, Education, Labor and Pensions (HELP) Committee by Senator Kennedy (Chair) on the 20<sup>th</sup> anniversary of the WARN Act's enactment, regarding the Act and its possible reform. Mr. Aguiar, who lost his manufacturing job without notice when his employer shut down, testified before the HELP Committee.

In 2017, the firm's WARN Act Practice Group won a landmark United States Supreme Court decision on behalf of 1,800 terminated truck drivers. *Czyzewski v. Jevic Holding Corp.*, 137 S. Ct. 973, 977, 197 L. Ed. 2d 398 (2017). The decision has been hailed as one of the top ten most important decisions in bankruptcy law and prompted Law360 to name Outten & Golden's WARN Practice Group [Bankruptcy Group of the Year](#), noting "Outten & Golden LLP's employment attorneys made an outsized impact on the bankruptcy world this year." In recognizing the quality of Outten & Golden's work, Law360 wrote: "With a focus on representing employees cut loose by companies heading into bankruptcy, Outten's WARN Act group finds itself involved in insolvency cases frequently. The Worker Adjustment and Retraining Notice Act requires employers of a certain size to provide adequate notice of their intent to lay off large numbers of workers, and Outten's team represents the interests of those jilted employees when they don't receive that notice. Their expertise in the employment arena, especially as it relates to bankruptcy, led to their representation of more than 2,000 truckers who were unexpectedly laid off by Jevic's 2008 Chapter 11."

Ms. Roupinian has lectured on the WARN Act and the prosecution of WARN claims as class actions in bankruptcy court. She has been quoted on WARN law rights and her cases have been cited in such publications as the Wall Street Journal, the New York Times, American Lawyer, Associated Press, USA Today, Forbes, Newsday, Times-Gazette, The Herald News, and others.

Ms. Roupinian received her BA from the University of Michigan, and her JD from Michigan State University College of Law where she was a member of the Moot Court Executive Board. She joined Outten & Golden LLP in 2007 after representing employees in WARN Act cases at another New York firm. Prior to 2002, she was a partner in a Detroit law firm where she litigated ADA, FMLA, ADEA, and race and gender discrimination cases on behalf of employees, and class actions on behalf of homeowners, consumers and taxpayers. She has argued before the Michigan Court of Appeals and the Michigan Supreme Court.

## **Bar Admissions & Professional Activities**

- A member of the New York and Michigan bars, Ms. Roupinian is also admitted to practice in the U.S. District Courts for the Southern and Western Districts of New York, Eastern and Western Districts of Michigan and District of Colorado, and the U.S. Courts of Appeals for the Second, Third, Fifth, Eighth, and Ninth Circuits, and the United States Supreme Court.
- Member, New York City Bar Association
- Member, National Employment Lawyers Association (NELA)
- Member, Armenian-American Bar Association
- Member, American Bankruptcy Institute

- Member, Alliance for Justice (AFJ)
- Member, Michigan Bar Association
- Member, MSU College of Law Alumni Board

## **Speaking Engagements**

### **2019**

- Panelist: "Bankruptcy and Class Action Convergence", American Bankruptcy Institute, Southeast Conference, Amelia Island, FL

### **2017**

- Panelist: "Jevic and its Impact on Settlements in Bankruptcy Court," 2017 Midwest Regional Bankruptcy Seminar, in conjunction with the American Bankruptcy Institute (ABI), Cincinnati, OH
- Speaker: "Jevic and Structured Dismissals, National Conference of Bankruptcy Judges," National Conference of Bankruptcy Judges, Las Vegas, NV

### **2016**

- Lecturer: "WARN Act," 53rd Annual Midwest Labor & Employment Law Seminar, Columbus, OH
- Lecturer: "WARN Act Employee Claims and Their Impact on Chapter 11 Cases," 36th Annual Midwestern Bankruptcy Institute, Kansas City, MO

### **2014**

- Lecturer: "Seeking Your Recovery: Pre-Judgment Attachment and Bankruptcy," National Employment Lawyers Association New York Affiliate, New York, NY

### **2010**

- Lecturer: "The Financial Crisis: Impact on WARN Act Cases," ABA Federal Labor Standards Legislation Committee, Midwinter Meeting, San Juan, Puerto Rico
- Lecturer: "The Financial Crisis: Impact on WARN Act Cases," New York County Lawyers' Association, New York, NY

### **2009**

- Lecturer: "Attacking Mass Layoffs," National Employment Lawyers Association, National Convention

- Lecturer: "Analyzing Employee Issues in Chapter 11," Midwest Regional Bankruptcy Seminar, Cincinnati, OH
- Lecturer: "Economy in Peril (Part 1): The Legal Landscape for Addressing Reductions in Force," American Bar Association, Teleconference
- Lecturer: "The Last Resort: What Labor & Employment Lawyers Need to Know About Bankruptcy," American Bar Association
- Lecturer: "WARN Act Specialist Offers Advice About Layoffs Amidst Tough Economic Times," Employment & Labor LAWCAST
- Lecturer: "Layoff Law," Fairfield County Bar Association, Stamford, CT
- Lecturer: "New Causes of Action: WARN Act and ERISA," National Employment Lawyers Association New York Affiliate, New York, NY
- Lecturer: "Reductions in Force in Both a Union and Non-Union Setting," New York State Bar Association, New York, NY

## **2008**

- Lecturer: "Grasping the WARN Act through an interactive discussion addressing all the ins and outs," Tonkins Employment Law: Termination

## **Awards & Recognition**

- 2014-2019 New York Super Lawyer
- 2015-2019 New York Metro Super Lawyer Top Women
- 2017 Law 360, Bankruptcy Practice Group of the Year