



## **René S. Roupinian**

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**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.