



James M. Lemonedes

Member



Newark, NJ



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James M. Lemonedes is a Member of the Sills Cummis & Gross Employment and Labor Practice Group. Mr. Lemonedes is a member of the New York State Bar but is currently not a member of the New Jersey State Bar.

As former Senior Counsel and Trial Specialist for the New York City Corporation Counsel's Office, Mr. Lemonedes possesses a wealth of experience handling federal and state court litigation involving employment discrimination, civil rights claims, wage and hour matters and policy issues. He has served as lead counsel in more than 65 federal and state trials that have gone to verdict and has appeared in numerous administrative proceedings.

Mr. Lemonedes frequently handles class action and collective action lawsuits as well as single and multi-plaintiff claims under Title VII of the Civil Rights Act of 1964, the Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), Uniformed Services Employment and Reemployment Rights Act (USERRA), as well as such claims under the New York State and New York City Human Rights Laws and the New York Labor Law. He is also experienced in handling constitutional claims under Sections 1981 and 1983 of the United States Code.

Mr. Lemonedes is a former Law Clerk to the Honorable Edward M. Conan of the U.S. District Court for the Northern District of New York. While in law school, he served as survey editor of the *Syracuse Law Review*.

Practices

Employment and Labor

Representative Matters

Mr. Lemonedes has appeared as lead trial counsel in the following representative matters:

- *Scott v. City of New York* – Successfully defended the City of New York in a class action lawsuit involving 16,000 present and former police officers and detectives claiming violations of the FLSA and seeking \$500 million in damages.
- *Mullins v. City of New York* – Successfully defended the City of New York in a collective action case brought on by 4,000 present and former police sergeants claiming violations of the FLSA and seeking \$60 million in damages.
- *Plummer v. Quinn* – Successfully defended Speaker of the New York City Council Christine Quinn and the City of New York against a Section 1983 claim.
- *Almontaser v. NYC Dept. of Education* – Successfully defended the New York City Department of Education and several individual defendants against a Section 1983 claim regarding an organization that distributed T-shirts displaying an offensive slogan.
- *Latino Officers Association v. New York City* – Defended New York City in a class action lawsuit filed on behalf of 15,000 current and former minority police officers alleging violations of Title VII and Section 1981, employment discrimination and employment misconduct, which ultimately was settled on very favorable terms.
- *Patrolman’s Benevolent Ass’n v. City of New York* – Represented the City of New York and various high-ranking public officials in a multi-plaintiff jury trial concerning Title VII and Section 1983 discrimination and retaliation violations regarding the transfer of minority police officers in the wake of the Abner Louima incident.
- *Tesser v. Board of Education for the City of New York* – Successfully defended the New York City Board of Education against a Title VII religious discrimination and retaliation claim.
- *USA v. City* – Represented the City of New York, Mayor Michael Bloomberg, the Fire Department for the City of New York (FDNY) in a multi-plaintiff and U.S. Department of Justice action asserting race discrimination under Title VII and Section 1983 in the hiring of minorities.
- *Davis v. City of New York* – Successfully defended the City of New York against a claim from a former city councilman running for a position on New York City Council after the New York Police Department enforced a provision that “deems reigned” any police officer who is nominated by any party for an elected official and who does not decline that nomination within 10 days.

Court Admissions

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

U.S. District Court, Northern District of New York

Newsroom

Client Alerts

The Evolving New York City Workplace: Two Important Updates Effective November 1st

Employment and Labor

October 31, 2022

Classifying Workers as Contractors Becomes Tougher After New Jersey Supreme Court's Decision Interpreting the "Independent Business" Requirement

Employment and Labor

August 8, 2022

Rankings and Recognition

Selected for inclusion in:

- *New York Metro Super Lawyers*®* 2014-2022, Employment Litigation: Defense

* See [Award Methodology](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

Affiliations

Member, New York City Bar Association

— Member, Labor & Employment Law Committee

— Former Chair, FLSA Sub-Committee

Member, Hellenic Lawyers Association

Sills Cummis & Gross P.C.

Education

J.D., Syracuse University College of Law, *cum laude*

B.A., The George Washington University

Bar Admissions

New York