

## KARLEE S. BOLAÑOS *attorney*

For almost two decades, Karlee Bolaños has helped employers navigate the complexities of Labor and Employment law. While building up her legal chops at Harris Beach PLLC, Karlee was named one of 2006's "Up and Coming Business Women" by the Rochester Women's Network and in 2009 was recognized by The Daily Record as an "Up and Coming Attorney." More recently, Karlee earned rank within the 2020 edition of Best Lawyers in the area of "Labor Law – Management."

Karlee received her Juris Doctorate from the State University of New York at Buffalo Law School and her Bachelor of Arts from the State University of New York at Geneseo. Admitted to the New York State Bar Association in 2002, Karlee has extensive experience with New York public sector employment law, civil service issues, and contract negotiations. Most recently she presented before both the New York State



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Association of Counties and the New York State Association of Personnel and Civil Service Officers on discrimination and harassment prevention, and she is currently recognized as the "go-to" attorney and trainer on harassment, discrimination, and retaliation prevention by the New York State Association of Counties.

Her legal practice focuses on counseling and representing employers in all aspects of labor and employment law, including federal and state labor and discrimination laws, Affordable Care Act compliance, the National Labor Relations Act, the New York State Labor and Civil Service Laws, wage and hour laws, privacy laws, constitutional issues and immigration law. Karlee has successfully represented clients before various courts and agencies, including the Equal Employment Opportunity Commission and the Human Rights Division. She has also worked with clients on immigration law matters and counseled school districts on various Labor, Employment, and Education law matters.

Karlee's entrepreneurial drive and personable approach to client partnerships ultimately helped her realize it was the right time to start her own practice. With a smaller firm, more autonomy, and less red tape, she knew she could devote her time to what she cares about most: her clients. By working with them on their terms, she hopes to build relationships as a true partner. Karlee takes the time to learn the organization's values and how they operate—all while getting to know the client on a more personal level. Come sit down and talk with Karlee at the Bolaños Labor Law office in Pittsford, New York to see what she can do for you.

**attorneys on your terms**