

James N. Schmit



James N. Schmit is Special Counsel for Damon & Morey's Labor and Employment Law Department. The firm's clients include a variety of employers in the private, public and not-for-profit sectors. During more than 30 years of experience in this area, Mr. Schmit has represented employers in labor relations, contract negotiations, arbitration proceedings, employment discrimination litigation, wrongful termination actions and safety and health matters, including related trial and appellate practice in federal and state courts. His specific litigation experience includes actions to enjoin strikes, proceedings to compel or stay arbitration, and the defense of employment discrimination, wrongful termination and unfair representation cases.

Mr. Schmit has appeared before various administrative agencies including the National Labor Relations Board, the New York State Labor Relations Board, the New York State Public Employee Relations Board, the Equal Employment Opportunity Commission, the New York State Division of Human Rights, the United States Department of Labor and the Occupational Safety and Health Review Commission. He has appeared before the United States Supreme Court in a representation matter arising under the National Labor Relations Act.

Mr. Schmit was recently selected by his peers for inclusion in The Best Lawyers in America 2008 in the field of Labor and Employment Law (Copyright 2007 by Woodward/White, Inc., of Aiken, S.C.). He has been listed as one of Business First of Buffalo's Who's Who in Law List for the past twenty years.

Prior to his employment at Damon & Morey LLP, Mr. Schmit served in the United States Army. He formerly chaired the Labor Law Committee of the Erie County Bar Association, and is presently a member of the Industrial Relations Research Association of Western New York (of which he is a past president), the New York Management Attorneys Conference, and the County, State and American Bar Associations. Mr. Schmit frequently lectures on various aspects of labor and employment law and is an adjunct faculty member of Cornell University's School of Industrial

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