



Maria Biaggi

Partner

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About

Maria Biaggi's practice focuses on all aspects of labor and employment law, including workplace litigation, dispute resolution, and counseling. Her broad scope of experience makes her an ideal strategist and business partner for companies of all sizes.

Maria works exceptionally hard for her clients to deliver effective solutions to complex employment issues. She tactfully defends companies in employment, labor and commercial disputes in federal and state courts, arbitration, mediation and before governmental agencies. Maria's litigation practice involves the defense of employers in a variety of employment-related claims, including, for example, claims arising under Title VII, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act (FMLA), the National Labor Relations Act (NLRA), and analogous state and local laws, as well as breach of contract and various other common law claims.

Maria also works with HR professionals, in-house counsel and senior executives to provide strategic and practical advice on HR law, discrimination law, restrictive covenants, and reductions-in-force. She regularly conducts employment investigations, employee and management trainings, and policy reviews.

Experience

Defeated motion for summary judgment filed against our client, one of the largest communication technology companies in the world, on an issue of first impression regarding the preclusive effect of a workers' compensation decision in a sexual harassment lawsuit.

Won summary judgment in favor of a leading investment bank and financial advisory firm and secured a finding of liability for a breach of contract involving a multi-million dollar transaction fee owed to our client.

Won summary judgment in favor of a leading investment bank and financial advisory firm to defeat claims against our client involving alleged breach of a consulting agreement, and successfully defeated plaintiff's appeal of the trial court's grant of summary judgment.

Successfully resolved an Ohio state court litigation, which we filed on behalf of our client based on a former member's breach of the parties' operating agreement.

Won dismissal pursuant to Fed. R. Civ. P. 12(b)(6) of religious discrimination and related claims involving the COVID-19 vaccine mandate, which were filed in the Southern District of New York against a large commercial real estate firm.

Won dismissal pursuant to Fed. R. Civ. P. 12(b)(6) of discrimination and retaliation claims filed in the Eastern District of New York against hospital client by its former employee.

Defeated age discrimination claims filed with the Texas Civil Rights Commission against our client, a global provider of business process management and outsourcing solutions, and forced early dismissal of a related employment arbitration in Washington state.

Obtained dismissal of a whistleblower complaint filed by a former employee with the Department of Labor (DOL) against our client, a global specialty chemicals manufacturer, and successfully resolved a subsequently filed federal litigation in the Western District of North Carolina.

Obtained dismissal of numerous discrimination charges filed with the Equal Employment Opportunity Commission (EEOC) by former employees of a global chemical manufacturing company.

Defeated motion to dismiss for failure to state a cause of action for misappropriation of confidential information and trade secrets in New York State Supreme Court on behalf of an airline loyalty company.

Achieved dismissal of an unfair labor practice charge filed with the National Labor Relations Board (NLRB) against a large luxury hotel company involving alleged violation of an employee's Weingarten rights.

Won summary judgment in a disability discrimination and retaliation case filed against a nursing home in the Southern District of New York.

Won motion to dismiss claims for wages under the Immigration and Nationality Act ("INA") in New York State Supreme Court based on a release agreement, on behalf of an information technology company.

Secured finding of just cause in a labor arbitration involving a 20-year employee's grievance of his employment termination.

Won motion to dismiss lawsuit for failure to prosecute claims of defamation, libel and slander against a large retail client in New York State Supreme Court.

Related Services

Employment and Employee Benefits
Labor and Employment Counseling and Compliance
Employment Litigation
Trade Secrets and Restrictive Covenants
Organized Labor and Labor Relations
Environmental, Social and Governance (ESG)

Education

Fordham University School of Law, J.D., 2014

- cum laude
- Fordham International Law Journal, member Archibald R. Murray Public Service Award

Villanova University, B.A., 2011

- magna cum laude

- English

Admissions

New York

Courts

U.S. Court of Appeals–Second Circuit

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

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