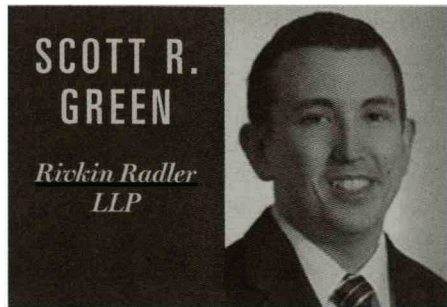


WHO'S WHO



Scott R. Green is a partner at Rivkin Radler LLP in Uniondale where handles all aspects of labor and employment litigation.

Green has defended management against hundreds of employment discrimination, harassment, retaliation, and wage and hour claims in federal and state courts and before various federal, state, and local administrative bodies.

He also defends employers against class action lawsuits and multidistrict lawsuits involving employment issues. Scott routinely litigates restrictive covenant and non-competition disputes. On behalf of management, he also negotiates collective bargaining agreements and he handles National Labor Relations Board charges and union arbitrations.

Green's clients at Rivkin Radler include a diverse array of employers, including publicly traded corporations, small businesses, multi-national corporations, not-for-profit organizations and individuals.

More than ever, employers must review their use of criminal background and credit information in hiring decisions, Green said.

"An increasing number of state and

local laws prohibit employers from asking about criminal history on employment applications, and the EEOC has now taken an aggressive position on the use of criminal or credit information in making employment decisions," he said.

Employers can still get this information, but proper precautions must be taken, Green explained.

"If you find that an individual has a criminal conviction or credit problem, are you making the required 'individualized analysis' that takes into account, among other things, the nature of the conviction, the years that have passed, and the particular position for which the individual is applying?," he said. "Did you grab some 'canned' rules from a website, or are your rules customized to fit your industry, your workforce, and the people you serve? Employers need to be aware of these issues as they have now come to the forefront."

Green is admitted to practice in New York state and before the United States Court of Appeals, Second Circuit; and the United States District Courts of the Eastern and Southern Districts of New York.

Green earned a juris doctor from Hofstra University School of Law and a bachelor's degree from Fordham University.

Established in 1950, Rivkin Radler LLP – with offices in Uniondale, NY, New York City and Hackensack, NJ – has provided legal representation to a broad array of clients. Its 150 lawyers serve clients ranging from individuals and entrepreneurs to the Fortune 500. The firm achieves success, earns clients' trust and develops partnerships by delivering legal services that consistently exceed expectations.

