

## Employment Discrimination Attorney of the Year in New York, US



### Phillips & Associates

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PHILLIPS



ASSOCIATES

Phillips & Associates has handled thousands of employment discrimination cases in the New York area. The firm has offices in New York City, Long Island and Princeton, New Jersey, as well as a team of high-powered New York employment lawyers on its staff, six of whom have achieved "Super Lawyer" status.

William Phillips is the managing partner of Phillips & Associates. He was selected as a 2017 and 2018 "Top 100 Employment Lawyer in New York" by the American Society of Legal Advocates, and is also a member of the "Million Dollar Advocates Forum", one of the most prestigious groups of trial lawyers in the US.

Mr. Phillips noted: "When I started practicing employment law, I noticed employees were at a big disadvantage in the workplace. There is a dramatic power imbalance between employees and companies. This power balance can intensify after experiencing sexual harassment or discrimination. Usually, the company hires a large law firm to represent them, while the employee may have just lost

his or her job, has very little money, and no one to help him or her understand their rights. Phillips & Associates fights for employees' rights in the workplace."

With 18 employment discrimination attorneys, the firm has the resources and financial backing to level the playing field with the large defense law firms. As Mr. Phillips explained it, when you hire Phillips & Associates, you hire an entire legal team to fight for your rights. "Every one of our cases is staffed with a team of attorneys and support personnel." He also notes that "we handle cases from inception through trial, even appeal if necessary."

More importantly, many discrimination law firms charge an upfront fee; anywhere from \$500.00 to \$5,000 for an initial retainer. Mr. Phillips added: "I cannot, with good conscience, ask a person who just lost their job to pay me a fee. Therefore, we offer free consultations to prospective clients. We are also a contingent employment law firm, meaning that we do not take any attorneys'

fees unless we are successful in obtaining a verdict or settlement."

In addition, Phillips & Associates was selected as one of the "10 Best Employment Law Firms" in New York for 2017 by the American Institute of Legal Counsel, for its litigation work. As an example, this includes a case of co-worker sexual harassment whereby Casey Wolnowski successfully argued a first impression case before the US Court of Appeals for the Second Circuit. The court explicitly recognized "cat's paw" liability in Title VII discrimination cases, and further found that liability may be imputed to the employer on the basis of employer negligence. Similarly, in a race-based discrimination case, a federal jury found that use of the N-word in the workplace is never acceptable, even when used between black co-workers. The jury awarded an additional \$30,000 in punitive damages to go with a \$250,000 compensatory damages award. This case was handled by Marjorie Mesidor.

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