

MARJORIE MESIDOR

Partner at Phillips & Associates

FIRM PROFILE

Phillips & Associates is a workplace discrimination law firm serving the New York City and Tri-State area. Our firm has successfully represented thousands of clients who have been sexually harassed or discriminated against because of their race, national origin, gender, religion, disability and other protected traits. At Phillips & Associates, we don't believe in a one-size-fits-all approach – we always strive to provide quality, compassionate, and personalized representation for each and every one of our clients. Our firm makes every effort to obtain the maximum level of compensation for each client we serve.

At the law firm of Phillips & Associates, you will work with a group of experienced legal professionals who have established a record of success representing clients. Most recently, Phillips & Associates was selected as one of the “10 Best Employment & Labor Law Firms” in New York” by the American Institute of Legal Counsel. Additionally, many of our attorneys have achieved “best of” status in employment law. In fact, we have 10 attorneys who have achieved “Super Lawyer” ranking among the top employment attorneys in New York. We also have 5 employment attorneys who are members of the prestigious “Million Dollar Advocates Forum”. Membership here is limited only to attorneys who have won or settled million and multi-million-dollar verdicts and settlements. We offer free consultations and no attorney fees unless we recover.

We have offices in New York, Westchester, Long Island, New Jersey and Pennsylvania. We offer free consultations and there are no attorney fees unless we recover.

PHILLIPS & ASSOCIATES

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Marjorie Mesidor is Partner at Phillips & Associates. She is recognized for her outstanding service to clients who have been subjected to sexual harassment or discrimination based on race, gender, disability, and other protected characteristics. Ms. Mesidor regularly prosecutes employment actions against Fortune 500 companies and smaller organizations accused of discrimination including claims of sexual misconduct. She has had overwhelming success in achieving significant awards and settlements for her clients. Ms. Mesidor rose to notoriety in 2013 when she procured a unanimous jury award in *Johnson v. STRIVE*, a landmark case decidedly settling the issue of whether those of the same race can discriminate against one another. In addition, her work against the disparate impact of “poor door” policies on rent stabilized tenants has earned her recognition by the Office of the Public Advocate.

Ms. Mesidor has been a Guest Legal Correspondent appearing on WPIX Morning News, WBLS “Cafe Mocha” and 103.9 Long Island News Radio “On the Docket”. Marjorie is one of the National Black Lawyers’ Top 100 Black Lawyers, a “Rising Star” and “Top Woman Attorney” by New York Super Lawyers every year since 2013. In 2018, She was also recognized by CRAIN’S as one of the top 100 Leading Women Lawyers in New York City. She has been a continuing legal education panelist for the National Bar Association’s Labor and Employment Section and NELA NY on various topics in trial advocacy, punitive damages and jury awards. She authored an op-ed article published in the online publication, *Motto*, from the editors of *Time* Magazine.

With over 13 years of experience practicing before both state and federal courts, Ms. Mesidor understands the stress and fear that workers experience when their jobs are threatened by a coworker or employer’s inappropriate conduct. She handles complex employment law matters in these areas at all stages of the litigation process, serving as a forceful advocate at the negotiating table, and a formidable opponent in the courtroom.

Ms. Mesidor was admitted to the Connecticut Bar in 2004 and the New York Bar in 2005. She has also been admitted to practice before the federal courts at the United States District Court of the Southern District of New York, the United States District Court of the Eastern District of New York, the Second Circuit Court of Appeals and the United States Supreme Court. Early in her career, she clerked for the Honorable Torkwasé Y. Sekou in the Superior Court of New Jersey, gaining valuable insight into the inner workings of our judicial system.

Prior to joining Phillips & Associates, Ms. Mesidor handled complex litigation in several practice areas, and served as Chief Counsel to Project Hope, an organization that provides antiviolence and educational workshops and programs services to underserved youth in South Queens. Therefore, in addition to her extensive experience handling discrimination and harassment cases, she possesses a strong background in wage and hour, not-for-profit, and corporate law matters.

Marjorie has received several other awards and distinctions, including an Exceptional Service to the Public and Community Award, Service to the Bar Award, and a Merit Award for Franklin College Switzerland. Early in her career, she was a 2004 Scholarship Recipient from the Suffolk County Women’s Bar Association, and a Minority Fellow of the Association of the Bar of the City of New York.

Dedicated to serving a global New York client base, Ms. Mesidor is fluent in Italian, French, and Haitian Creole. She maintains professional memberships with the National Bar Association, National Employment Lawyers Association in New York, and the New York State Bar Association. Marjorie is a member of the NYU Center for Labor and Employment Advisory Board.

SILVIA C. STANCIU

Employment Litigator at Phillips & Associates

Silvia Stanciu dedicates her practice to representing employees in workplace disputes, ranging from sexual harassment and discrimination matters to wage and hour violations. Ms. Stanciu has had great success in securing millions of dollars in damages and settlement awards for victims of sexual harassment and discrimination in New York and New Jersey. She was recently named a "Rising Star" by New York Super Lawyers.

Ms. Stanciu confidently advocates on behalf of her clients both in and out of the courtroom. She prides herself with her "hands-on" approach to litigation, and is involved in every step of the process. As part of her practice, Ms. Stanciu has also garnered dozens of favorable settlements on behalf of her clients both through private mediation and court conferences.

Ms. Stanciu believes that growing up in Romania gives her an edge in advocating for her clients, whose legal issues are as diverse as their backgrounds. She also recognizes that no two cases are the same, and she is confident in her ability to adapt to her clients' unique needs. As an attorney in New York City, Ms. Stanciu advises her clients about the changing legal landscape and champions their rights to work in an environment that is free from discrimination and harassment. For example, she has represented employees across many industries, including finance, healthcare, hospitality, fashion, retail, and food service. Ms. Stanciu has been successful in handling sensitive - and often emotional - employment matters with both compassion and tenacity.

Ms. Stanciu regularly speaks about employees' rights in interviews, online and print publications, and television segments. For example, Ms. Stanciu discussed sexual harassment in the workplace in United Kingdom's "The Guardian," and appeared on ABC Network's "Nightline." Her cases have also been featured in New York City's daily newspapers.

Ms. Stanciu graduated magna cum laude with a Bachelor of Arts from Hofstra University's Honors College Program and attended the Maurice A. Deane School of Law at Hofstra University, graduating with her Juris Doctorate in 2015. During law school, Ms. Stanciu served as a board member of the Dispute Resolution Society, as an oralist in the international Vis Moot Arbitration competition in Vienna, and volunteered her time to the Veterans' Legal Assistance Program. She also graduated from the E. David Woycik, Jr. Intensive Trial Techniques program.

Ms. Stanciu is admitted to practice in New York and New Jersey State and federal courts. She is fluent in Spanish and Romanian, and she is passionate about celebrating New York City's diversity of language and culture. Ms. Stanciu is also a member of the New York City Bar Association and the New York Women's Bar Association.



L-R: Silvia C. Stanciu, Marjorie Mesidor, Erica Shnyder

ERICA SHNAYDER

Employment Discrimination Lawyer at Phillips & Associates

Erica Shnyder is an experienced employment law attorney at Phillips & Associates. Ms. Shnyder represents clients throughout New York and New Jersey in a wide-range of employment law matters, including sexual harassment, retaliation, and discrimination based on gender, disability, race, religion, sexual orientation, national origin, pregnancy, and other protected characteristics. Ms. Shnyder also serves as lead counsel for numerous wage and hour and whistleblower claims.

Ms. Shnyder is a member of the Multi-Million Dollar Advocates Forum, obtaining significant awards and settlements for her clients. Notably, Ms. Shnyder obtained a \$4.025 million verdict for a disability discrimination claim which was the highest New York employment law verdict of 2014. For four consecutive years, Ms. Shnyder has been named a "Rising Star" and "Top Woman Attorney" by New York Super Lawyers. Ms. Shnyder was also recognized as a "Top 40 Lawyer Under 40" by the American Society of Legal Advocates. Ms. Shnyder has litigated numerous high-profile cases which have been featured in various news outlets included The New York Times, The New York Post, The Daily News, and Bloomberg Law.

Ms. Shnyder obtained her Juris Doctorate from American University, Washington College of Law. She is admitted to practice in New York and New Jersey, as well as before the Southern District of New York, the Eastern District of New York, the Northern District of New York and the District of New Jersey. Ms. Shnyder represents clients across all backgrounds and is fluent in Russian.

Ms. Shnyder is committed to workplace rights and civil rights litigation and believes that all employees deserve dignity and respect in an environment free from harassment and discrimination. She is a passionate litigator who derives great personal satisfaction from making a difference for her clients.