



## JESSICA M. BAQUET / PARTNER

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### EDUCATION

- St. John's University School of Law, J.D., 2008
- New York University, Bachelor of Arts in Politics and Philosophy, 2005

### PRACTICE AREAS

- Commercial Litigation
- Estate Litigation
- Employment Law

Jessica M. Baquet is a partner at Ruskin Moscou Faltischek, P.C. and a member of the firm's Commercial Litigation Department and the Employment and Estate Litigation practice groups. Jessica is a litigator who devotes her practice to complex commercial disputes, labor and employment matters and contested proceedings concerning trusts and estates. She represents individuals, municipalities and institutional clients in all phases of litigation in state and federal courts and before administrative bodies. Jessica also handles appeals to the Appellate Divisions of the New York State Supreme Court, the New York Court of Appeals and the United States Court of Appeals for the Second Circuit.

Jessica's wide-ranging experience makes her a true partner to clients from a case's inception through its final appeal, and in otherwise formulating litigation-avoidance strategies. She recognizes that every client has unique goals and views her most important role in each engagement as that of a tactician and strategist.

In her commercial practice, Jessica has specific experience in representing businesses and individuals in cases involving contract disputes, partnership and shareholder disputes, insurance coverage issues, joint venture agreements, breaches of fiduciary duty, unfair competition claims, and breaches of restrictive covenants.

In her estate litigation practice, Jessica represents beneficiaries, creditors and fiduciaries in proceedings before the Supreme Courts and Surrogate's Courts throughout New York state, including those involving probate, will construction, inheritance rights, fiduciary accountings, and the removal or suspension of fiduciaries.

Jessica's employment law practice involves the defense of employers against claims alleging discrimination, harassment, retaliation, and wage and hour violations, and in lawsuits involving the enforcement of employment and separation agreements. She also represents employers in investigations and proceedings before administrative agencies, including the New York State Division of Human Rights, the Equal Employment Opportunity Commission, the New York State and United States Departments of Labor, and the New York State Industrial Board of Appeals.

As a complement to her litigation practice, Jessica routinely provides labor and employment counsel to employers of all sizes. She advises clients regarding compliance with federal, state and local laws; drafts employment contracts, severance agreements, handbooks and policies; prepares affirmative action plans and compensation analyses; and provides sexual harassment and sensitivity training.

Prior to joining Ruskin Moscou Faltischek, P.C., Jessica was a partner and chair of the labor and employment practice group at a prominent Long Island law firm. She also served as her former firm's assistant general counsel and a member of its management committee.

#### Media Appearances

- "Supreme Court halts Biden COVID-19 vaccine rule for U.S. businesses." *Newsday*, January 13, 2022.
- "Supreme Court to hear arguments over workplace vaccine mandate." *Newsday*, January 6, 2022.
- "Judge extends ban on state vaccine mandate in health care." *Newsday*, September 22, 2021.
- "These Long Islanders are willing to be fired rather than get vaccinated." *Newsday*, September 16, 2021.
- "Delta Danger: Navigating COVID-19's newest wave." *Long Island Business News*, August 20, 2021 (cover story).
- "State Guidance on virus sick leave law." *Newsday*, April 14, 2021.
- Panelist, City and State Webinar Series on New York's Reopening of the Economy and Recovery with Lt. Gov. Kathleen Hochul and U.S. Rep. Thomas Suozzi, June 9, 2020.
- "Getting ready to open again." *Long Island Business News*, May 21, 2020.
- "Time to comply." *Long Island Business News*, September 19, 2019.
- "Law Bill could lead to jump in sexual harassment claims." *Newsday*, August 9, 2019.
- "Is 'inbox zero' the answer to taming the email monster? Not for everyone, experts say." *Newsday*, March 22, 2019.
- "Love, Law and Marriage." *Long Island Business News*, August 17, 2018 (cover story).
- "In 'Bellwether', Judge Rejects Spousal Share for Caretaker," *New York Law Journal*, July 17, 2018 (cover story).
- "Testimony of Wife Barred in Surrogate's Court Case." *New York Law Journal*, May 19, 2017.

## Publications

- Regular blog contributor to [www.nylaborandemploymentlaw.com](http://www.nylaborandemploymentlaw.com) and [www.nybusinesslaw.com](http://www.nybusinesslaw.com)
- “The Sea Changes Continues: New Amendments to NY’s Anti-Discrimination Laws.” Queens-Brooklyn Daily Eagle, August 23, 2019.
- “Why Predatory Marriage Legislation Should Draw on Judicial Guidance.” New York Law Journal, June 28, 2019.
- “Firms Should Prepare Now for State’s Paid Family Leave.” Long Island Business News, May 30, 2017.
- “Practical Considerations for Time Limited Trials.” Suffolk Lawyer, May 2017.
- “Family Responsibility Discrimination Now Unlawful in New York.” New York Law Journal, May 25, 2016.
- “Defending Hostile Work Environment Claims in the Digital Age.” New York Law Journal, May 6, 2015.
- “Defense and Indemnification of Public Employees After Lancaster.” Municipal Lawyer, Spring 2014.
- Aiding Avarice: The Inequitable Results of Limited Grounds for Spousal Disqualification Under EPTL § 5-1.2, 23 ST. JOHN’S J.L. COMM. 843 (2008)
  - Cited by the Appellate Division in *Campbell v. Thomas*, 73 A.D.3d 103 (2d Dep’t 2010).