



## ASIA R. EVANS

Associate

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Asia is a member of the firm's Labor & Employment Practice. She represents employers and municipalities by navigating workplace problems while working to avoid any potential lawsuits.

Asia counsels clients on a variety of federal laws including the Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), the Civil Rights Act ("Title VII"), and the Fair Labor Standards Act (FLSA). She also represents clients in matters related to state regulations and requirements including New York's Paid Sick Leave, Paid Family Leave, Pay Transparency laws, and New York Labor law issues. In addition, Asia assists her clients through Equal Employment Opportunity Commission (EEOC) and New York State Division of Human Rights (SDHR) claims. She also helps employers navigate employee actions through the National Labor Relations Board and the Taylor Law, working with them to develop strategies on how to ethically and legally counter employee unionization efforts.

Asia also has experience guiding clients through class action matters with specific regards to state and federal Department of Labor audits concerning accusations of unemployment taxes and accusations of underpaying hourly employees who may be entitled to collect overtime.

Known for her attention to detail, Asia has an unmatched ability to internalize and retain information regarding her clients' cases. She possesses immense foresight and the ability to plan for and anticipate unexpected issues that may arise. Asia harnesses these strengths in order to assist clients in making the best business decisions for them – considering all legal, social, political, and economical ramifications.

Asia considers it a privilege to work with her clients. She enjoys the collaborative process she and her clients go through in order to resolve their issues and matters. By building trusting and respectful relationships with her clients, Asia helps her clients make the best business decisions and ultimately guides them toward efficient and favorable outcomes.

The Guaranty Building  
140 Pearl Street  
Suite 100  
Buffalo, NY 14202

### Practices & Industries

Education  
Food & Beverage  
Labor & Employment

### Bar Associations

New York State Bar Association  
Western New York Chapter of the  
Women's Bar Association of the  
State of New York  
Minority Bar Association of Western  
New York  
Federal Bar Association

### Admissions

New York

### Education

SUNY Buffalo State College, B.A.  
Florida A&M University College of  
Law, J.D., cum laude

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## Honors

- Former Executive Articles Editor, Florida A&M University College of Law, Law Review
  - Outstanding Executive Board Member Award, 2020-2021
  - Outstanding Junior Editorial Staff Member Award, 2019-2020
- Former Southern Region Black Law Students Association Journal, Junior Editor, 2019-2020

## Publications

U.S. Department of Education Announces Long-Awaited Final Title IX Regulations  
*Hodgson Russ Education Alert*, April 25, 2024

New York State's "Freelance Isn't Free" Act – What Employers Need to Know  
*Hodgson Russ Labor & Employment Alert*, April 18, 2024

Employees Enjoy a Private Right of Action Under Changes to New York City Earned Safe and Sick Time Act  
*Hodgson Russ Labor & Employment Alert*, March 7, 2024

New York State Amends Workplace Violence Prevention Law to Apply to School Districts  
*Hodgson Russ Education Alert*, February 15, 2024

NY General Obligations Law Amended to Limit Further Pro-Employer Provisions in Settlement Agreements  
*Hodgson Russ Labor & Employment Alert*, January 23, 2024

New York City Issues Final Rules for Automated Employment Decision Tools Law, Postpones Enforcement Again  
*Hodgson Russ Labor & Employment Alert*, May 16, 2023

What's in Your "Secret Sauce?" The FTC's Proposed Rule to Ban Noncompetes and Considerations for Food and Beverage Businesses  
*Hodgson Russ Food & Beverage Alert*, May 3, 2023

New York State Department of Labor Adopts Updated Model Sexual Harassment Prevention Policy  
*Hodgson Russ Labor & Employment Alert*, April 26, 2023

The U.S. Supreme Court Expands the Rights of Disabled Students to Seek Relief against School Districts  
*Hodgson Russ Special Education Alert*, March 29, 2023

Chick-fil-A Confirms Data Breach  
*Hodgson Russ Food & Beverage Alert*, March 20, 2023

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## **Presentations & Events**

2024 Hot Topics: What Employers Need to Know  
February 8, 2024

39th Annual School Client Conference  
M-Hotel Buffalo, 2040 Walden Ave, Buffalo, NY 14225, January 12, 2024

Sexual Harassment Training: Compliant Policies and Other Legal Developments That Impact Food & Beverage Employers  
June 14, 2023

38th Annual School Client Conference  
Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, January 13, 2023

27th Annual Labor & Employment Conference  
Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, January 12, 2023

What Food and Beverage Employers Can Learn from the Starbucks' Union Organizing Campaign  
October 13, 2022

Special Education Seminar 2022  
Salvatore's Italian Gardens, October 6, 2022

School Safety: Red Flag Laws, Critical Responsibilities, Creating Student Support Systems, and Other Practical Considerations for School Districts  
June 8, 2022

37th Annual School Client Conference  
Buffalo Niagara Marriott, 1340 Millersport Hwy, Amherst, NY 14221, May 6, 2022

2021 Labor & Employment Webinar Series  
November 19, 2021

## **Professional Affiliations**

Phi Alpha Delta Law Fraternity, International Cherry Chapter

