



PETER C. GODFREY

Partner; Labor & Employment Practice Area Leader;
Wage & Hour, Worker Classification & Employment
Tax Practices Leader and Home Care Practice Co-
Leader

pgodfrey@hodgsonruss.com

716.848.1246

Peter concentrates his practice on management-side labor and employment law and employment tax issues. He represents employers in matters such as wage and hour litigation, including class actions, labor negotiations and arbitrations, employment taxation and worker classification matters, executive compensation and non-compete matters, discrimination and other employment-related litigation and employment-related contracts. He also has substantial experience in advising employers on labor and employment law issues that arise in mergers and acquisitions and reductions in force. Peter practices regularly before federal and state courts and before numerous administrative agencies, including the federal and state departments of labor, tax agencies, the National Labor Relations Board, the New York State Public Employment Relations Board, the Equal Employment Opportunity Commission, and the New York State Division of Human Rights.

Peter is the town attorney for the Town of Grand Island, New York. He has also recently served as a member of the Firm's Board of Directors, Compensation Committee, and as the Firm's Diversity Partner.

Peter exclusively practices U.S. law and is admitted to practice in New York.

Honors

- Listed, *Best Lawyers in America*, "Lawyer of the Year" (Employment Law - Management) 2023
- Listed, *Best Lawyers in America*, "Lawyer of the Year" (Labor Law - Management) 2019, 2023
- Listed, *Best Lawyers in America* (Employment Law - Management, Labor Law - Management) 2013 - 2024
- Listed, *Chambers USA: America's Leading Lawyers for Business*, (Labor & Employment) 2019 - 2023

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

New York City
605 Third Avenue
Suite 2300
New York City, NY 10158
212.751.4300

Toronto
Practice restricted to U.S. law
22 Adelaide Street West, Suite 2050
Toronto, ON M5H 4E3
416.595.5100

Practices & Industries

Employment Litigation

Wage & Hour

Labor & Employment

Worker Classification &
Employment Tax

Canada-U.S. Cross-Border

Accountant Professional

Construction

Healthcare

Home Care

Municipal

Non-Compete, Non-Solicit & Trade
Secrets

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Experience

Hodgson Russ has successfully created a number of project labor agreements on large-scale capital projects involving public and private developments.

A team of Hodgson Russ attorneys led by John J. Zak represented long-time client, Integer Holdings Corporation (NYSE:ITGR), in a \$1.7 billion acquisition of Lake Region Medical, a privately held portfolio company of KKR. The purchase price consisted of cash (including assumed debt) and unregistered shares of common stock. Financing was through a bank/bond package, consisting of a \$1.6 billion credit facility (TLA/TLB/revolver) and \$360 million of senior notes offered under Rule 144A. Hodgson Russ counseled on every aspect of the transaction, performing U.S. and supervising international due diligence; negotiating the merger agreement and related acquisition documentation; advising on U.S. competition law matters, including preparing Hart-Scott-Rodino and related foreign filings; negotiating the bank credit facility and leading the high-yield note offering; and advising on executive compensation and employment law aspects of the transaction. The Hodgson Russ team consisted of attorneys Craig M. Fischer, Cristin L. Murray, Matthew R. Scherer, and David G. Reed (securities regulation and corporate compliance); Robert B. Fleming, Jr. (antitrust and trade regulation); Christofer C. Fattey and Timothy Ho; Ryan M. Murphy and Richard W. Kaiser (employee benefits); Peter C. Godfrey (labor and employment); and Michael J. Hecker (environmental); and paralegals Courtney Scanlon, Deborah Kalstek, and Betsy Mills.

A team of Hodgson Russ attorneys led by John J. Zak represented long-time client, Integer Holdings Corporation (NYSE: ITBR), in its successful tax-free spin-off of its subsidiary, QiG Group, LLC, which converted into Nuvectra Corporation prior to the completion of the spin-off. Nuvectra is a medical device company that is concentrated on the development and commercialization of its neurostimulation technology platform, and, in particular, its Algovita spinal cord stimulation system, for the treatment of various disorders through the stimulation of tissues associated with the nervous system. As part of the spin-off, Nuvectra received approval to list and to have its common stock traded on the NASDAQ Global Market under the symbol "NVTR." Hodgson Russ advised on all aspects of the separation of Nuvectra from Greatbatch and the corresponding distribution of the Nuvectra shares of common stock to Greatbatch's stockholders, including the registration of Nuvectra with the SEC, the listing of Nuvectra's common stock on the Nasdaq Global Market, facilitating the negotiation of agreements between Nuvectra and Greatbatch to establish a framework for their post spin-off relationship; preparation of corporate governance policies and procedures for Nuvectra as a newly publicly-

Admissions

New York

U.S. District Court, Eastern District of New York

U.S. District Court, Northern District of New York

U.S. District Court, Southern District of New York

U.S. District Court, Western District of New York

U.S. Court of Appeals, Second Circuit

U.S. Bankruptcy Court, Western District of New York

Education

Villanova University, B.A.

Brooklyn Law School, J.D.

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traded company and assisting in the separation of Greatbatch's existing employee benefit programs and the establishment of new programs by Nuvectra. The team of Hodgson Russ attorneys consisted of Craig M. Fischer (securities regulation and corporate compliance); Christofer C. Fattey (banking and finance); Terrence M. Gilbride and Elizabeth A. Holden (real estate); Ryan M. Murphy and Richard W. Kaiser (employee benefits); Peter C. Godfrey (labor and employment); Richard F. Campbell and Andrew D. Oppenheimer (business tax); and paralegal Courtney Scanlon.

In the News

2nd Circ. Says High Court Ruling Dooms Health Aides' Suit
Law 360, June 7, 2021

You can't sue Pfizer or Moderna if you have severe Covid vaccine side effects. The government likely won't compensate you for damages either
CNBC, December 23, 2020

Press Releases

83 Hodgson Russ LLP Attorneys Ranked in 2024 Edition of *Best Lawyers in America*
August 17, 2023

Hodgson Russ LLP Receives Multiple Top Marks from *Chambers USA Guide 2023*
June 6, 2023

71 Hodgson Russ Attorneys Ranked in 2023 Edition of *Best Lawyers in America*
Hodgson Russ Press Release, August 19, 2022

Hodgson Russ Receives Top Marks for *Chambers USA 2022 Guide*
Hodgson Russ Press Release, June 2, 2022

Hodgson Russ Receives Top Marks for *Chambers USA 2021 Directory*
Hodgson Russ Press Release, May 26, 2021

55 Hodgson Russ Attorneys Ranked in 2021 *Best Lawyers in America*
Hodgson Russ Press Release, August 20, 2020

Hodgson Russ Receives Top Marks for *Chambers USA 2020 Directory*
Hodgson Russ Press Release, April 24, 2020

52 Hodgson Russ Attorneys Named to Various *Best Lawyers* Listings
Hodgson Russ Press Release, August 20, 2019

Hodgson Russ Receives Top Marks for *Chambers USA 2019 Directory*
Press Release, May 1, 2019

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48 Hodgson Russ Attorneys Named to Various Best Lawyers Listings
Press Release, August 15, 2018

Publications

The Final New York State Budget is Approved: Here are the Major Impacts for Hospitals, Nursing Facilities, and other Health Care Providers

Hodgson Russ Healthcare Alert, May 14, 2024

The Final New York State Budget is Approved and Imposes Significant Disruptions for New York Home Care Providers

Hodgson Russ Home Care Alert, May 6, 2024

FTC Adopts Rule Banning Most Non-Competes and the Legal Slugfest Begins

Hodgson Russ Non-Compete, Non-Solicit, and Trade Secrets Alert, April 24, 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

NY General Obligations Law Amended to Limit Further Pro-Employer Provisions in Settlement Agreements

Hodgson Russ Labor & Employment Alert, January 23, 2024

New Year - New Statute of Limitations for Complaints filed with the New York State Division of Human Rights

Hodgson Russ Labor & Employment Alert, December 29, 2023

New York State Increases Minimum Wage and Modifies Other Salary Requirements

Hodgson Russ Labor & Employment Alert, December 22, 2023 - CORRECTED*

Wage Theft In New York Is Now Criminal Larceny

Hodgson Russ Labor & Employment Alert, October 3, 2023

New York State Bans Employee Captive Audience Meetings

Hodgson Russ LLP Labor & Employment Alert, September 28, 2023

Presentations & Events

Municipal Law Seminar

M Hotel Buffalo, 2040 Walden Ave., Buffalo, NY 14225, April 30, 2024

State and Local Tax Update for 2023 - NYS & NYC & NJ

ACE Seminars, Long Island Marriott, 101 James Doolittle Boulevard, Uniondale, NY 11553, December 13, 2023

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Labor & Employment Developments

605 Third Avenue, Suite 2300, New York City, NY 10158, November 29, 2023

28th Annual Labor and Employment Conference

Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, November 8, 2023

27th Annual Labor & Employment Conference

Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, January 12, 2023

A Day with Hodgson Russ: Selected NY State and City Tax Topics Workshop

NYSSCPA, December 6, 2021

2021 Labor & Employment Webinar Series

November 19, 2021

The Great Reopening - Tax and Employment Law Issues as We Return Back to Work Webcast

NYSSCPA, July 27, 2021

2021 Hodgson Russ Summer Tax Series

CCH CPELink, July 14, 2021

2021 FLSA Compliance (Virtual Master Class)

January 27-28, 2021

Blog Posts

- New York Expands Healthcare Worker Whistleblower Protections

The Whistleblower Blog, June 25, 2020

Professional Affiliations

- American Bar Association, Labor and Employment Law Section
- New York Bar Association, Labor and Employment Law Section
- Bar Association of Erie County, Labor and Employment Law Section
- Labor Employment Relations Association

Community & Pro Bono

- Director: Buffalo Yacht Club
- Past Director: Buffalo Canoe Club