



JEFFREY F. SWIATEK

Partner, Municipal and Education Practices Leader

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716.848.1449

Jeff regularly counsels clients on a wide range of issues, including employment law and labor relations, contract negotiations, employee evaluation and discipline, budget and related financial issues, governmental reorganization and restructuring, purchasing and competitive bidding, construction and real property matters, personnel policies and procedures, employment authorization (I-9) procedures, as well as representation in actions and proceedings before the courts and administrative agencies. Jeff brings a practical perspective to this work as a result of his strong background in municipal governance, through his service for 16 years as a Councilmember for the Town of Cheektowaga, as well as previous service as special assistant to U.S. Senator Daniel Patrick Moynihan in Washington, D.C. Jeff regularly presents at conferences and training programs across the state as well as nationally, including for organizations such as the New York State School Boards Association, the New York State Association of Towns, the Government Finance Officers Association, the Association of School Business Officials, the National Association of College and University Attorneys and a variety of other groups.

Honors

- Listed, *Best Lawyers in America* (Education Law) 2019 - 2024

Experience

As reported in the [New York Times](#), Micron announced the siting of a chip factory complex in the Town of Clay, located north of Syracuse, NY. Micron has retained a team of Hodgson attorneys (Chris Canada (Albany), Glen Doherty (Albany), Chris Doyle (Buffalo), Terry Gilbride (Buffalo), John Godwin (Buffalo), Joe Scott (Albany) and Jeff Swiatek (Buffalo)) to handle IDA, construction, real estate, tax and labor matters. The firm has already handled a significant amount of work of the matter relating to the structuring and completion of a Project Labor Agreement with the local trade unions through the efforts of Glen Doherty, with support by John Godwin and Jeff Swiatek.

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

Practices & Industries

Municipal
Education
Labor & Employment
College & University
Public Authority
Wage & Hour
Worker Classification &
Employment Tax

Admissions

New York

Education

Canisius College, B.A., cum laude
University of Virginia School of
Law, J.D.

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The project is expected to be undertaken in multiple phases over a 10 year period, and involve the investment of over \$100 billion. Job estimates include 9,000 Micron employees and over 40,000 jobs for suppliers, contractors and vendors.

The firm secured the work through a contact/referral at the Greenberg Traurig firm, who is acting as government relations consultant to Micron. In addition, the firm was able to demonstrate the experience and skill set necessary to handle such an engagement by describing the work currently being handled by the same team members for a \$300M offshore wind manufacturing project to be sited in the Port of Albany.

Press Releases

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

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

55 Hodgson Russ Attorneys Ranked in 2022 Edition of *Best Lawyers in America*
Hodgson Russ Press Release, August 19, 2021

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

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

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

Jeffrey F. Swiatek Co-Leads Hodgson Russ's Education Law Practice
Press Release, June 6, 2014

Publications

The Current Annual Professional Performance Review (APPR) Evaluation System for Teachers and Principals Appears it's About to be Replaced
Hodgson Russ Education Alert, May 22, 2024

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

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Supreme Court Provides Further Guidance on Public Officials First Amendment Rights on Social Media
Hodgson Russ Media & First Amendment and Municipal Alert, March 20, 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 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*

Alternative Instruction for Suspended Students
Hodgson Russ Education Alert, October 20, 2023

Presentations & Events

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

28th Annual Labor and Employment Conference
Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, November 8, 2023

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

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

Cannabis Issues That Will Affect the Municipalities
Association of Erie County Governments, Bravo Cafe and Catering, April 28, 2022

NYS 3020a Teacher Misconduct Cases: Issues for Advocates, Hearing Officers, and Schools
American Arbitration Association, May 20, 2021

School Client Conference Webinar Series 2021
January 15, 22, and 29

Reopening Schools: Legal Issues Involving Students and Staff
August 13, 2020

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Review of New 2020 School Budget Vote and Board Election Procedures and Timelines
May 7, 2020

35th Annual School Client Conference
Millennium Hotel, 2040 Walden Avenue, Buffalo NY 14225, January 17, 2020

Professional Affiliations

- Director, New York State Association of School Attorneys (2009-2017, 2019-present; President 2018)
- Member, Canisius College Board of Regents (2017-present)

Community & Pro Bono

Jeff previously served as a councilman for the Town of Cheektowaga, a municipality of approximately 85,000 residents.