



# Vanessa P. Avello

Counsel

 New York, NY

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Vanessa P. Avello is a member of the Labor + Employment Group and assists clients in a broad range of labor and employment law matters.

Vanessa's practice focuses on L+E counseling and litigation, where her experience on both sides of the table allows her to provide holistic guidance to clients on how to avoid and how to navigate litigation. She also has experience representing clients in arbitrations and mediations, and has helped many clients reach settlement before trial.

Vanessa has conducted numerous investigations for clients regarding allegations of harassment, discrimination, and/or retaliation, and she advises clients on a variety of employment-related questions at all stages of the employment cycle, such as hiring, background checks, wage and hour, protected leave and benefits, disciplinary action, terminations, etc.

Aside from counseling and litigation, Vanessa assists her clients by conducting sexual harassment trainings, reviewing and revising employee manuals and other compliance-focused manuals and policies, and preparing employment and termination agreements, as well as independent contractor agreements.

While in law school, Vanessa interned for the Hon. Esther Salas of the U.S. District Court for the District of New Jersey. She is also a Teach For America alum.

## Services

- Labor + Employment
- Litigation

## Education

- Rutgers University School of Law Newark (J.D., *cum laude*, 2017)
  - Senior Notes and Comments Editor, Rutgers Law Review; Teaching Assistant, Rutgers Legal Analysis, Writing, and Research Skills Program; Clinical Law Student, Rutgers Community & Transactional Lawyering Clinic; and Teaching Fellow, Rutgers Minority Student Program
- Fordham University (M.S., 2014)
- Rutgers, The State University of New Jersey (B.A., *cum laude*, 2012)

## Recognition

- Named to the *Super Lawyers – New York Metro* “Rising Stars” list for Employment + Labor (2023-25)

## Admissions

- New York
- U.S. District Courts for the Southern and Eastern Districts of New York

## Languages

- Spanish

## Publications

March 5, 2026

**Changes to NYC Employee Leave and Scheduling Laws Now in Effect**

February 25, 2025

**Do Blue States Have Rights?**

*New York Law Journal*

September 3, 2024

**New York State's "Freelance Isn't Free Act" Is Effective as of August 28, 2024**

*By Joshua Zuckerberg, LaKeisha Caton, and Vanessa P. Avello*

August 22, 2024

**FTC's New Rule Prohibiting Non-Compete Agreements Is Set Aside**

*By Joshua Zuckerberg, LaKeisha Caton, and Vanessa P. Avello*

May 9, 2024

**For New York Employers: Two New Laws on the Horizon**

April 24, 2024

**FTC's New Rule Prohibits Non-Compete Agreements**

May 5, 2023

**Attention New York Employers: New State and City Employee Rights Laws**

October 31, 2022

**The NYC Salary Transparency Law – Highlights**

January 20, 2022

**Update: SCOTUS Stays OSHA's Vaccination and Testing ETS**

December 23, 2021

**Just In Time For The Holidays: Unwrapping The Latest COVID-19 Guidance**

November 18, 2021

**Deep Dive: A Review of OSHA's COVID-19 Vaccination and Testing Emergency Temporary Standard**

September 16, 2021

**Employers Must Activate Their NY HERO ACT Exposure Prevention Plans**

July 19, 2021

**Status Update: NY COVID-19 Restrictions and the NY HERO Act**

June 29, 2021

**Status Update: NY COVID-19 Restrictions and the NY HERO Act**

May 5, 2021

**COVID-19 Paid Leave Tax Credits – An Update**

October 15, 2020

**Attention New York Employers: New State and City Sick Leave Requirements**

June 9, 2020

**Employer Considerations For Reopening – New York**

April 17, 2020

**The Families First Coronavirus Response Act: Key Takeaways for Employers (Updated)**