

Ian Hayes is based in Buffalo, New York, and practices in all areas of labor and employment law in the U.S. He received a B.A. from Fordham University and a J.D. from St. John's University School of Law. Before law school, Ian was an organizer with Service Employees International Union, traveling nationally to work on a series of campaigns, then full time in New York City.

Ian's practice includes advising and representing unions in all matters, most recently by representing the Starbucks Workers United campaign and helping to coordinate the campaign's legal work. He regularly represents individual and groups of workers in wage and hour litigation, representing employees in discrimination and harassment actions, and representing employee benefit funds. He has extensive experience practicing at state and federal agencies, including the National Labor Relations Board, the New York Public Employment Relations Board, the Equal Employment Opportunity Commission, and the New York Division of Human Rights. Ian has also represented clients in New York's state court system, including at the Court of Appeals, as well as in federal court.