



Cornell University
ILR School
Labor and Employment Law Program

Bios

Conversation with Patricia A. Shiu

Friday, March 27, 2015

Patricia A. Shiu

Patricia A. Shiu serves as the Director of the Office of Federal Contract Compliance Programs at the U.S. Department of Labor. She leads a staff of 650 men and women around the country who are dedicated to protecting workers, promoting diversity and enforcing the law.

OFCCP was established in 1965 by presidential Executive Order 11246. Over the years, OFCCP's authority has been expanded by the *Rehabilitation Act of 1973* and the *Vietnam Era Veterans' Readjustment Assistance Act of 1974*. As amended, these three laws hold federal contractors and subcontractors to the fair and reasonable standard that they take affirmative action in employment and not discriminate on the basis of gender, race, color, religion, national origin, disability or status as a protected veteran.

Director Shiu also serves on the National Equal Pay Enforcement Task Force which has been charged by President Barack Obama with cracking down on violations of equal pay laws and fulfilling, once and for all, the promise of the 1963 Equal Pay Act. She also represents the Secretary of Labor on the federal Interagency Working Group of the White House Initiative on Asian Americans and Pacific Islanders.

Prior to joining the Obama Administration, Ms. Shiu served as Vice President for Programs at the Legal Aid Society–Employment Law Center in San Francisco. Ms. Shiu joined the Employment Law Center in 1983 as a staff attorney and spent 26 years representing workers in both individual and class action cases focused on employment discrimination. Her cases addressed issues such as gender, race, sexual orientation, national origin, immigration, disability, domestic violence and harassment. She has also litigated wage and hour and reproductive health hazard cases.

As the Director of the Legal Aid Society's Work and Family Project, Ms. Shiu advocated for the passage of California's Family Rights Act, the Family and Medical Leave Act, and Paid Sick Leave. She also fought to expand educational access for vulnerable students under Title IX of the Civil Rights Act and disability laws.

Ms. Shiu began her legal career as an associate with Pillsbury, Madison & Sutro in San

Francisco. She was the President of California Women Lawyers in 1987. In 1993, she was appointed to the Civil Rights Reviewing Authority for the Department of Education by Secretary Richard Riley. Ms. Shiu served as the Vice President of the National Employment Lawyers Association and was recognized in 2009 with the Joe Morozumi Lifetime Achievement Award. She is the 2002 recipient of the Abby J. Leibman Pursuit of Justice Award, and the Pacific Asian American Women Bay Area Coalition's "Woman Warrior Award." Ms. Shiu is a graduate of the University of California, Berkeley and the University of San Francisco School of Law.

Lisa Bornstein

Lisa Bornstein is Legal Director and Senior Legal Advisor at The Leadership Conference on Civil and Human Rights and The Leadership Conference Education Fund. In that capacity, Ms. Bornstein coordinates coalition efforts on legislative advocacy in response to Supreme Court cases, issues around civil procedure and legal matters affecting civil rights litigants, voting rights, hate crimes and employment matters. She coordinates and supervises all aspects of the organization's participation in amicus curiae briefs at the Supreme Court and in appellate courts across the country. Additionally Ms. Bornstein coordinates outreach and external relations on pro bono matters for The Leadership Conference, and serves as liaison to the Department of Justice.

Prior to joining The Leadership Conference and The Education Fund, Ms. Bornstein was a senior associate at Mehri and Skalet, a plaintiffs' side, complex class action law firm, where Ms. Bornstein handled class action employment discrimination cases. Ms. Bornstein was also a trial attorney at the Federal Programs Branch of the Civil Division of the U.S. Department of Justice. She previously served as labor counsel for Senator Edward Kennedy on the Senate Health, Education, Labor and Pensions Committee and was a law clerk for the Honorable Stanley Marcus on the U.S. Court of Appeals for the Eleventh Circuit.

Ms. Bornstein is a graduate of Harvard University and Columbia Law School. Prior to entering law school, Ms. Bornstein was a founding member of Teach For America.

Ms. Bornstein is a member of the New York State and District of Columbia bars, and is a member of the Supreme Court bar.

Susanne Bruyère

Susanne M. Bruyère, Ph.D., CRC, is Professor of Disability Studies, Director of the Employment and Disability Institute, and Associate Dean of Outreach at Cornell University in the School of Industrial and Labor Relations - Extension Division. She is

currently the Project Director and a Principal Investigator of numerous research efforts. Three are funded by the U.S. Department of Education, National Institute on Disability and Rehabilitation Research (NIDRR): the Rehabilitation Research and Training Center for Economic Research on Employment Policy for Persons with Disabilities; a four-year Research and Demonstration project in collaboration with the Society for Human Resource Management, the Washington Business Group on Health, and the Lewin Group to address ways to improve the employment practices covered under the Americans with Disabilities Act (ADA); and a Mary E. Switzer Distinguished Research Fellowship to conduct a comparative study of employer practices under the ADA and the Disability Discrimination Act in Britain. A similar such study of federal agency equal employment and human resource practices for people with disabilities has also recently been funded to Cornell University by the Presidential Task Force on Employment of Adults with Disabilities (U.S. Department of Labor), and Dr. Bruyère also serves as Principal Investigator of this study. Susanne holds a doctoral degree in Rehabilitation Counseling Psychology from the University of Wisconsin-Madison, is a Fellow in the American Psychological Association, a Past President of the Division of Rehabilitation Psychology of the American Psychological Association, and also of the National Council on Rehabilitation Education, and currently serves on the Boards of the National Association of Rehabilitation Research and Training Centers and of CARF (the Rehabilitation Accreditation Commission).

- Distinguished Contributions to the Advancement of Disability Issues in Psychology Award, Committee on Disability Issues in Psychology (CDIP). 2014
- Wright Dembo Award, American Psychological Association, Division 22 (Rehabilitation Psychology). 2014

John P. Furfaro

John P. Furfaro is the chair of Skadden, Arps, Slate, Meagher & Flom LLP and Associates' Labor and Employment Law Group. He assists clients in a variety of employment matters and advises on employment aspects of corporate transactions. In addition to his practice, he co-authors the labor law column for the *New York Law Journal*.

Firm clients regularly seek Mr. Furfaro's services in collective bargaining negotiations, labor arbitrations and unfair labor practice proceedings before the National Labor Relations Board. In addition, he defends clients in state and federal courts and before administrative agencies in employment litigation involving all forms of discrimination, as well as in claims for breach of employment agreements and wrongful discharge. He also advises employers responding to allegations that executives and other senior level personnel have engaged in harassment, retaliation or other inappropriate conduct.

Employers seeking to prevent problems in the workplace through training and counseling turn to Mr. Furfaro and Skadden's Labor and Employment Group for compliance programs covering an array of topics such as workplace violence, sexual harassment, family leave, layoff notification, union representation campaigns, independent contractors and accommodations for disabled workers. Mr. Furfaro helps to structure sophisticated employment agreements, separation agreements and severance pay arrangements. He has significant experience advising corporations in executive terminations.

Mr. Furfaro has represented such companies as American Express Company; Bayer Healthcare Pharmaceuticals, Inc.; Black Diamond Capital Management, LLC; Circuit City Stores, Inc.; Delphi Corporation; OAO Severstal; and Wisconsin Energy Corporation.

Mr. Furfaro has been selected for inclusion in *The Best Lawyers in America*, *U.S. News & World Reports* and the *PLC Cross-border Labour and Employee Benefits Handbook*. He received his J.D. from St. John's University and his B.S. from Cornell ILR.