



## Whitney M. Kummerow

*Associate*



P: (315) 565-4500 ext. 4517

F: (315) 565-4600

[wkummerow@hancocklaw.com](mailto:wkummerow@hancocklaw.com)

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Whitney M. Kummerow is an associate in the Labor & Employment Practice and Startup & Emerging Business Practice. She represents and counsels employers in various aspects of labor and employment law.

As a member of the Startup & Emerging Business Practice, Ms. Kummerow also counsels entrepreneurs on various issues, including best hiring practices, employee handbook and policy creation, and initial wage and hour compliance for new businesses.

Prior to joining the Firm, Ms. Kummerow clerked for the United States Department of Labor's Office of Administrative Law Judges and also served as a judicial intern for the Honorable Jean K. FitzSimon of the U.S. Bankruptcy Court for the Eastern District of Pennsylvania. More recently, she practiced labor and employment law for several years at Sobol & Sobol, P.C. in Philadelphia, Pennsylvania.

### PRACTICE AREAS

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- Labor & Employment
- Education
- Municipal
- Startup & Emerging Business

### PROFESSIONAL AND COMMUNITY ACTIVITIES

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- Membership Director, Central New York Women's Bar Association
- Member, Food Bank of CNY, Board of Directors

### SPEAKING ENGAGEMENTS

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- Labor & Employment Breakfast Club, "Trumped! Discussions on how Current and Expected Changes to the Obama Regulatory Agenda Might Affect Employers" (April 2017)
- Finger Lakes Tourism Alliance, "Changes to the Fair Labor Standards Act" (November 2016)
- Hancock Estabrook Ithaca Seminar Series, "Business Planning Ownership & Best Practices" (October 2016)
- Hancock Estabrook's 12th Annual Labor & Employment Law Symposium (September 2016)
- Society for Human Resource Management of Tompkins County, "FLSA Updates" (September 2016)
- NYSPELRA Annual Meeting, "Transgender Issues" (July 2016)
- WISE Women's Business Center, Ask the Attorney Series, "Congrats--You Need Help! Best Practices for Bringing Workers into your Expanding Business" (November 2015)

- Labor & Employment Breakfast Club, "FMLA and ADA: How to Handle Sensitively those Sensitive Issues" (October 2015)

## PRESS AND PUBLICATIONS

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- Transgender Protections: Employment Law Update, *New York State Public Employer Labor Relations Association Newsletter*, February 2016
- "Accommodating Transgender Employees: What Businesses Need to Know", *CNY Business Journal*, October 2015
- "Finding Opportunity While Meeting Needs: The Frankford Special Services District", *Drexel Law Review*, Fall 2010

## EDUCATION

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Drexel University School of Law, J.D., magna cum laude, 2010

- Drexel Law Review, Executive Editor of Notes

Syracuse University, B.S., Broadcast Journalism, 2004

- Editorial Editor, The Daily Orange
- Student Government, Newhouse School of Public Communications

## ADMISSIONS

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- New Jersey
- New York
- Pennsylvania
- United States District Court (DNJ)
- United States District Court (EDPA)
- United States District Court (MDPA)
- United States District Court (NDNY)