

David J. Mahoney

New York, NY

☎ 212-471-6211

✉ dmahoney@hinshawlaw.com



About Dave

Dave advises private business owners and HR professionals on navigating the legal complexities of the employer-employee relationship. Recognizing that a company's workforce can be its greatest asset or its greatest liability, He helps both union and non-union businesses build a positive work culture and comply with changing laws through proactive policies and procedures.

Prior to joining Hinshaw, Dave was a partner at a Long Island-based firm, where he served as chair of the Labor & Employment Group and Deputy Partner-in-Charge of People.

Dave's Affiliations

- American Bar Association
- New York State Bar Association

Areas of Focus

Services: Labor & Employment

Experience

- Successfully negotiated a favorable settlement for a security company in defense of unpaid wage class action.
- Negotiated three consecutive collective bargaining agreements with IBEW without incurring a work stoppage.

- Conducted internal investigation of hostile work environment claims on behalf of hospital client and guided client on a course of action that prevented litigation.
- Negotiated a favorable settlement for an Italian restaurant, resolving a multi-employee New York State Department of Labor wage and hour audit.
- Represented the defendant maintenance company against numerous discrimination claims brought before the New York State Division of Human Rights, obtaining findings of no probable cause and dismissal after a public hearing.
- Assisted iconic New York City restaurant in avoiding WARN penalties in connection with its accelerated wind-down and provision of shortened notice to employees.
- Obtained compensatory damages and additional restrictions on competition for a professional services company in a restrictive covenant arbitration against a former employee.
- Negotiated a settlement that avoided litigation for an intervention educator faced with a COVID-related retaliatory discharge claim.
- Negotiated a chief executive officer's (CEO) separation from service, eliminating trailing restrictive covenants.
- Developed a supplemental compensation plan for sales employees of a distributor client.
- Advised court-appointed receiver on various compliance issues facing a fine jewelry retailer placed in receivership, preserving the company's assets for trade creditors.
- Offers day-to-day advice on employment law compliance to employers in a variety of industries, from hospitality to construction, and manufacturing to professional services.
- Regularly drafts and/or negotiates employment contracts, employee handbooks, restrictive covenants, performance improvement plans, and separation agreements.

Credentials

Education

Seton Hall University School of Law, JD, *cum laude*

Siena College, BA, *cum laude*

Bar Admissions

Massachusetts

New York

Court Admissions

US Court of Appeals for the Second Circuit

US District Court for the Eastern District of New York

US District Court for the Southern District of New York

Interests

Did you know...

Born and raised in Vermont, Dave now lives on Long Island with his wife and two children. Dave used to play soccer, basketball, and baseball. He has run ten half marathons and the 2010 New York City Marathon. These days, he's just a mediocre golfer. Dave enjoys spending time at the beach and is overly invested in the Red Sox, Celtics, Patriots, Islanders, and Arsenal Football Club.

Community/Civic Activities

- Oceanside United Soccer Club, Director of Travel Soccer
- New York Hota Bavarians Soccer Club, Member
- CYO Basketball Coach for St. Anthony's Roman Catholic Church in Oceanside, New York
- A Long Island-based high school's mock trial team, Volunteer Advisor
- Knights of Columbus, Father Joseph O'Connell Council #3481, Member
- United States Soccer Federation, Licensed Referee

Thought Leadership

Presentations

- Interview, "Episode 10 | Signed, Subbed... and Sued? Featuring David Mahoney, Esq. of Hinshaw & Culbertson LLP," Marcor Studios Podcast, August 8, 2025
- "Wage and Hour Issues in the Building Industry," Young Professionals Section of the Long Island Builders Institute, June 2024