

RHONDA L. EPSTEIN, ESQ.

Employment, Co-op and Condominium

With more than 35 years as a litigator specializing in the areas of employment and condominium law, Rhonda L. Epstein now focuses on her role as a Hearing Officer with NAM. She applies her knowledge attained through years of extensive experience hearing arbitration and mediation cases. She regularly arbitrates and mediates employment cases, including discrimination, wrongful termination, breach of contract, wage and hour, and real estate related matters, including a myriad of co-op/condo disputes. Ms. Epstein also serves as an arbitrator for the federal Courts.

During her time in private practice, Ms. Epstein developed a broad foundation in civil litigation, focusing primarily on employment law, housing discrimination, and disputes involving cooperative and condominium boards, directors, officers, and property managers.

Ms. Epstein has handled cases arising under federal, state, and local discrimination laws including the Americans with Disabilities Act, Title VII of the 1964 Civil Rights Act, Section 1981, the Age Discrimination in Employment Act, the Fair Housing Act, and the Family Medical Leave Act, as well as the New York State Executive Law and the New York City Administrative Code. She has litigated all phases of these matters from inception through appeal in both the federal and state courts. Ms. Epstein regularly appeared before administrative agencies such as the Equal Employment Opportunity Commission (EEOC), the Department of Housing and Urban Development (HUD), the New York State Division of Human Rights, and the New York City Commission on Human Rights. Additionally, she has participated in union arbitrations conducted under the auspices of the Realty Advisory Board.

Ms. Epstein is proficient in defending claims stemming from the business judgment of corporate boards including housing cooperatives, condominiums, homeowner associations, and not-for-profit organizations, litigating disputes involving the rights and powers of boards to control policy, hold corporate elections, enforce by laws and lease provisions, and litigating disputes with sponsors and holders of unsold shares. She is a member of the New York City Bar Alternative Dispute Resolution Condo Committee.

Ms. Epstein is a longtime proponent of Alternative Dispute Resolution and, for the fifth year in a row, she was voted a Top 10 Arbitrator in the 2026 New York Law Journal "Best Of" survey and was inducted into the survey's Hall of Fame. As a litigator, she has mediated hundreds of cases in federal court, EEOC, and private mediation. In 2021 and 2019, Ms. Epstein was sworn in as a mediator to both the United States District Court for the Eastern District of New York and the United States District Court for the Southern District of New York respectively. She is also an affiliate member of the New York City Bar Association Alternative Dispute Resolution Committee and is a volunteer mediator with the EEOC. Prior to joining NAM as a Hearing Officer, she served as a Supervising Attorney for a prominent New York law firm and as an in-house counsel for the Chubb Group of Insurance Companies. In that role, Ms. Epstein supervised attorneys and support staff with a combined caseload of more than two hundred files annually.

Ms. Epstein is available to arbitrate and mediate cases throughout New York.

AREAS of EXPERIENCE

- Employment Law
  - Age Discrimination
  - Employment Contracts
  - Employment Discrimination
  - Equal Employment Opportunity Law
  - Executive Employment Law
  - Fair Labor Standards
  - Fair Employment Practices
  - Family & Medical Leave Act
  - Harassment Prevailing Wage Litigation
  - Personnel Policies
  - Retaliatory Discharge
  - Sexual Harassment
  - Title VII Discrimination
  - Wage & Hour Law
  - Wrongful Termination
- Real Estate Law

LECTURES and PUBLICATIONS

- Speaker, Workplace Woes: Using ADR to Avoid Courtroom Battles, webinar presented through the NYS Academy of Trial Lawyers, 2025
- Speaker, Mediation to Resolve Disputes, presented to the Council of New York Cooperatives and Condominiums at CNYC 44th Annual Housing Conference, 2024
- Panelist, *Calming the Workplace: Effective Use of Arbitration and Mediation*, webinar presented through PLI (Practising Law Institute), 2024
- Panelist, *Positive Outcomes - Mediating Employment Matters and Minimizing Negative Tax Consequences*, webinar presented to the New York State Academy of Trial Lawyers, 2023
- Speaker*, Inside the Mind of the Mediator: Avoiding Impasse and Maximizing Outcomes in Mediation* presented to Gordon & Rees, 2022
- Panelist, *Sex Discrimination & Sex Abuse in the Workplace, Schools & Sports, presented to* ABACLE - American Bar Association, 2021
- Speaker, *Sex Discrimination & Sex Abuse in the Workplace, School and Sports,* webinar presented to the New York State Academy of Trial Lawyers, 2021
- Panel Member*, Arbitration and Mediation in the Workplace – Important Considerations for an ADR Program*, webinar presented to Law.com, 2020
- Author, *The Room Where Mediation Happens: 2020 Insights for a Successful Employment Dispute Resolution*, New York Law Journal Labor and Employment Special Report, 2020
- Speaker/Panel Member*, Tips, Best Practices and Hot Button Issues of Commercial Mediation & Arbitration*, webinar presented to Law.com, 2019
- Speaker/Panel Member*, Know Before You Go: The Latest Developments and Best Practices in Alternative Dispute Resolution for Corporate Counsel,* ACC-NYC In-House Tool Kit, 2019

HONORS and AWARDS

- *New York Law Journal "Best Of" survey, Hall of Fame, 2026*
- *New York Law Journal* "Best Of" survey, Top 10 - Best Individual Arbitrator Category, 2022 - 2026

LEGAL EXPERIENCE

- Eustace, Marquez, Epstein, Prezioso & Yapchanyk (In-house counsel for Chubb Group of Insurance Companies)
  - Supervising Attorney, 1996 - 2019
  - Associate Attorney, 1987 - 1996
- Gladstein & Isaac, Associate Attorney, 1983 - 1987

PROFESSIONAL LICENSES and ADMISSIONS

- New York State Bar
- United States District Court, Northern District of New York, 2013
- United States District Court, Western District of New York, 2012
- United States District Court, Eastern District of New York, 1985
  - Mediator, 2021
- United States District Court, Southern District of New York, 1985
  - Mediator, 2019
- United States Court of Appeals, Second Circuit, 1992

PROFESSIONAL AFFILIATIONS and ASSOCIATIONS

- New York City Bar Association
  - Affiliate Member, Dispute Resolution Committee
  - Member, Cooperative and Condominium Law Committee
- Member, Brooklyn Women's Bar Association
- Volunteer Mediator, Equal Employment Opportunity Commission (EEOC)

EDUCATION

- Hofstra University School of Law, J.D.
- Brooklyn College of the City University of New York, B.A., *magna cum laude*