



Mary-Ann P. Czak

SENIOR ASSOCIATE

THE LINK VIRTUAL OFFICE

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OVERVIEW

Mary-Ann represents employers in workplace law matters with a focus on traditional labor relations. She practices from Bayport, New York as a member of our virtual office, The Link.

After beginning her legal career representing school districts and other public sector clients throughout Long Island, New York, Mary-Ann found herself gravitating towards labor and employment law due to the continuously evolving landscape and humanistic nature of the practice area. Mary-Ann quickly gained experience representing employers before federal and state courts, the National Labor Relations Board (NLRB), and other agencies, handling employment litigation and unfair labor practice proceedings and seeing clients—including two large healthcare systems—through union organizing drives.

In early 2024, Mary-Ann joined Husch Blackwell as a key part of the firm's growing traditional labor law practice. She primarily represents clients in areas such as collective bargaining, labor arbitration, union contract administration, NLRB proceedings, and day-to-day counseling on union matters. In addition to her traditional labor practice, Mary-Ann regularly provides preventative advice and counsel on a variety of employment issues, litigates employment disputes before the Equal Employment Opportunity Commission and New York State Division of Human Rights, and conducts management and employee training on various employment-related topics. With her years of experience representing employers, Mary-Ann is known for her creative

Industries

Education
Healthcare

Services

Labor & Employment
Traditional Labor Relations

strategies and her ability to use legal precedent to clients' advantage—an integral part of labor law practice under a pro-union NLRB.

While Mary-Ann has worked with clients in a variety of industries, she is particularly experienced with public school districts, public institutions of higher education, skilled nursing facilities, and large healthcare systems. Thanks to her reputation for a meticulous recall of each matter's most minor details, clients are comfortable asking Mary-Ann absolutely anything—and have confidence that she'll achieve the best results possible.

Experience

- Represented employers in all aspects of traditional labor law, including proceedings before the National Labor Relations Board, labor arbitrations, and collective bargaining negotiations.
- Rendered legal and strategic advice to employers during union organizing drives, including two large healthcare systems (approximately 1,500 eligible voters each).
- Litigated employment disputes regarding discrimination, harassment, and retaliation before federal and state courts, as well as the EEOC and the New York State Division of Human Rights.

Recognition

- *Best Lawyers: Ones to Watch® in America*
 - Labor and Employment Law - Management, 2025

Education

- J.D., Hofstra University, Maurice A. Deane School of Law
 - *cum laude*
 - *American College of Trust and Estate Counsel Law Journal*, Articles Editor
- B.A., Stony Brook University

Admissions

- New York
- South Carolina
- U.S. District Court, Eastern District of New York

Mary-Ann is associated with the Washington, DC office for telephone purposes only. She is not admitted to practice in District of Columbia.

*Mary-Ann works remotely and is licensed in New York, practicing in Bayport. Contact Mary-Ann via email or phone for in-person/virtual meetings. Use the address 104 West 40th Street, Floor 4th & 5th – PMB#: 410, New York, NY 10018 for mail/deliveries.



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