

BUILDING BRIDGES EDITION

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MEMBER SURVEY!

The Membership Committee continues to look for ways to add value to your MBA membership. Please complete this [company survey](#), if you haven't done so already. The information will be used to create a profile sheet for NYMBA to use when meeting with legislators for advocacy, and to direct our efforts where you most want them to be. We welcome your feedback!

**SIGN UP FOR
NYMBALERTS!**

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HAPPENINGS SENT RIGHT TO YOUR INBOX!

NYMBAAlert
MORTGAGE BANKERS ASSOCIATION

SAVE THE DATE

NOVEMBER 1ST

MEMBERSHIP RENEWAL IS OPEN!

NOVEMBER 1, 2023

MID HUDSON VALLEY MBA BREAKFAST SEMINAR

WITH WOMEN'S COUNCIL OF REALTORS, DUTCHESS COUNTY PRESENTS **STEVE RICHMAN** AT VILLA BORGHESE IN WAPPINGERS FALLS, NY
MHVMBA.ORG/EVENTS

NOVEMBER 7, 2023

NYMBA WEBINAR: BENEFITS & AVAILABILITY OF RON

WITH EDDIE ODDO, JAMES FULGENZI, AND DALE HARDY FROM PROOF
[REGISTER HERE](#)

NOVEMBER 9, 2023

BUFFALO-NIAGARA MBA BREAKFAST EVENT

WITH KRISTIN MESSERLI AT SAMUEL'S GRANDE MANOR - WILLIAMSVILLE, NY
BNMBA.ORG/EVENTS

NOVEMBER 14 & 16, 2023

LAST CHANCE: MLO CE - 2 DAY LIVE STREAM WEBINAR INCLUDES 3-HOUR NY SPECIFIC CONTENT-

LIVE WEBINAR PRESENTED BY DIEHL
[REGISTER HERE](#)

NOVEMBER 14, 2023

2023 PURCHASE GROWTH MASTERCLASS - VIRTUAL MEMBER SPECIAL: FREE RON VAIMBERG ONLINE SALES TRAINING 1-3PM

[REGISTER HERE](#)

NOVEMBER 14, 2023

USDA TRAINING- LIVE WEBINAR FOR UNDERWRITING, PROCESSING & ORIGINATIONS

MEMBERS SAVE 25% WITH COUPON CODE: NYMBA2023
[REGISTER HERE](#)

DECEMBER 7, 2023

MBA NENY TOYS FOR TOTS HOLIDAY RECEPTION

5:30PM FRANKLIN PLAZA BALLROOM - TROY, NY
MBANENY.ORG/EVENTS

MEMBERSHIP RENEWAL IS OPEN

New in 2024:
Sponsorship Packages!

Stay tuned for more information on
how your company can support the
association that advocates on your
behalf in New York!

Every member counts!

Dear Members of the New York Mortgage Bankers Association,

Convention always brings about renewed energy and excitement. It brings us together to remind us of our mission and all the fabulous people that are members of this organization. Let the excitement of a new year begin. The final tally is not yet in but suffice it to say the convention was a success. We had sessions with over 100 people in attendance. We built on our successful charity golf outing with 10 foursomes taking the field. We had a record number of sponsors even in this most challenging year. The content was good, and the participation was even better. That is what success looks like to me.

Looking forward, I asked everyone to revisit their 'why'. Why are you in this business. My guess is there is something more than just a paycheck. Maybe, like me, you get a little jazzed up about first time homebuyers being handed the keys to their new home. Whatever it is for you, let's tap into it and move this organization to new heights.

I laid out six items on my agenda for the coming year. Of course, we will keep doing all the things you are used to, but these are six extra. First, come up with affordable housing policies that we can advocate for. Second, engage a new lobbyist with a sustainable way to finance them. Third, let's figure out how to fund our PAC. I believe we raised some money at the convention but hope to build on it in the coming year. Fourth, I want us to tell a better story. We need to know the impact of mortgage banking in New York. Fifth, start creating the vision for NYMBA 2030. Finally, I want to build bridges. Links between our regionals and NYMBA need to be stronger for the benefit of all organizations.

I know the coming year is going to be faced with challenges as interest rates and inventory continue to be the prevailing headwinds. Despite these headwinds, I am optimistic about our industry. There are so many talented people in our organization. We will find a way forward. Thank you for the opportunity to be your 2023/24 President.

Sincerely,



NYMBA President 2023-2024

President

Paragon Home Loans



PRESIDENT'S UPDATE

**SEEN: NYMBA 2023
ANNUAL CONVENTION**

**GOLF TOURNAMENT FOR
HABITAT FOR HUMANITY AND THE
NYMBA PAC
AT SHENENDOAH GOLF COURSE**



**NYMBA BOARD INSTALLATION AND OPENING RECEPTION
AT TURNING STONE TURQUOISE TIGER**



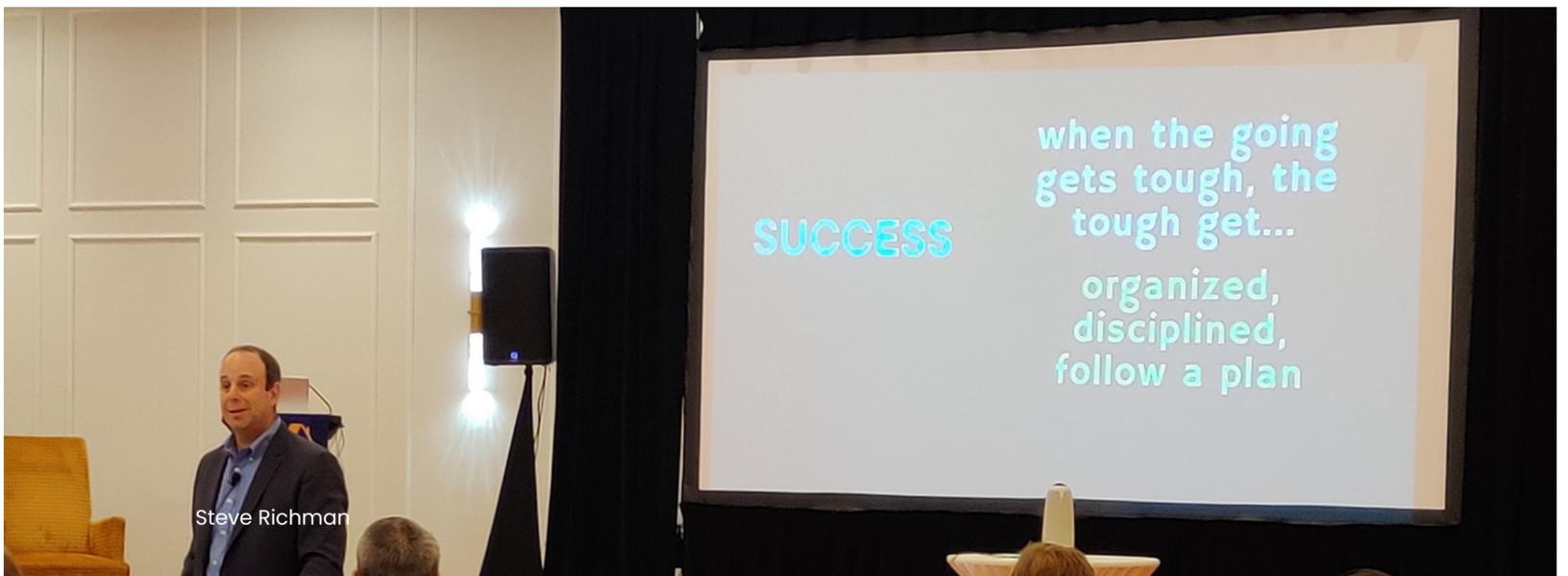
SPEAKERS WHO ADDED TO THE SUCCESS OF NYMBA23 CONVENTION

Thank you!

Adam Swanson
Adela Martinez
Ari Karen
Brian Garis
Brian McGrath
Brooke Anderson-Tompkins
Carla Johnson
Cecelia M. Raine
Chip Nolan
Christina Livorsi
Douglas Weinert
Eric Kepner
Jacqueline Goralczyk

James Carrol
Jane Borbee
Jim Bopp
Jodi Gaines
Joseph Devine
Joe Wiley
Kellie Chambers
Kevin Hamilton
Len Kiefer
Migdaliz Bernier
Mike Kingsella
Natalie Grigg
Hon. Pamela Hunter

Patrick O'Brien
Peter Dean
Phil DeFronzo
Ron Vaimberg
Ryan Mollen
Scott Falbo
Sherri Eckles
Steve Richman
Steven A. Milner
Talia Ramirez
Tim Rood
Victor Matthews
Wendy Penn



Steve Richman



Assembly Member Pam Hunter
Chair, Assembly Banks Committee



Tim Rood, SitusAMC



Wend Penn
AVP, Affordable Housing Initiatives
Mortgage Bankers Association

THANKS TO OUR 2023 CONVENTION SPONORS!

PLATINUM



GOLD



SILVER



2023 ANNUAL CONVENTION HIGHLIGHTS & SESSION RECAPS



Affordable Housing Panel Discussion

An incredible panel of speakers discussed opportunities to address increasing access to affordable housing in New York. **Mike Kingsella**, CEO of Up For Growth, MBA's **Wendy Penn**, Associate Vice President of Affordable Housing Initiatives and **Migdaliz Bernier**, Director, Home Mortgage Insurance Division at FHA spoke more specifically on:

- The impact severe underproduction of new homes is having on access to affordable housing and equity in homeownership and the need to press for zoning changes and more community planning to increase production of housing in areas where it's most needed.
- MBA's Convergence initiative to increase African American homeownership by collaborating on four key challenges: Trust Gap, Information Gap, Market Gap, and Resource Gap. Stakeholders in several major cities have joined together to address these challenges to make significant increases in African American homeownership opportunities.
- FHA's successes in lending to more minority borrowers and their efforts to continue to build upon that success. Ongoing work to improve the utilization of the 203k loan program; recently adopted changes to FHA's policies around Accessory Dwelling Units (ADU), improvements to the TOTAL scorecard including the removal of prior declination information and inclusion of rental history. Efforts to align FHA guidelines with the GSEs where possible relative to minimum property standards so FHA buyers have equal opportunity to win purchase bids.

Brian Garis and **Sherri Eckles**, co-chairs of New York MBA's Affordable Housing Committee moderated a great Q&A session with fantastic participation from the entire audience.

Is Renovating Existing Housing Stock Part of the Solution to the Housing Crisis?

Jodi Gaines, Insight One Solutions, **Jim Bopp**, Planet Home Lending, **Eric Kepner**, Freedom Mortgage, **Kellie Chambers**, MSI Online, and **Ryan Mollen**, RicherValues shared that renovation lending is a solution throughout the entire loan cycle from origination through final disposition. Renovating properties helps address many of the most difficult issues our industry is facing today, such as limited housing supply, affordability, and community blight. Best practices for getting started, vendor oversight, the importance of knowing your hyper-local market since every house, every neighborhood and every market is different were addressed. Institutions should spend the time/resources on diligence to evaluate all renovation strategies, including do nothing, in order to maximize NET recovery then let the data guide their decision-making process.

Some of the best advice the panelists offered was if you aren't currently leveraging any type of renovation strategy, you owe it to yourself to look into how renovation opportunities may increase your book of business.



Foreclosure Abuse Prevention Act (FAPA) Updates

Panelists **Natalie Grigg**, Woods Oviatt Gilman, **Douglas Weinert**, Gross Polowy, **Victor Matthews**, Hinshaw & Culbertson, **Joseph Devine**, Tromberg, Morris & Poulin, PLLC, and **Adam Swanson**, McCarter & English, LLP reviewed concerns surrounding the enactment of FAPA which altered the course of litigation, case handling, and overall portfolio management in New York. Best practices for pre-commencement review, loss mitigation efforts and Federal Debt Collection Practices Act (FDCPA) compliance were addressed. To stay current on FAPA and other loan servicing issues in New York, join NYMBA's Loan Servicing Committee. The update below is provided by **Adam Swanson** of McCarter & English.

NYMBA continues to monitor litigation pertaining to the passage of the Foreclosure Abuse Prevention Act ("FAPA"). It has come to the attention of NYMBA that in cases where FAPA is implicated in a pending appeal in the Appellate Division, Second Department, in order to preserve and raise the issue of the constitutionality of the retroactive application of FAPA, the parties must follow the procedures outlined in the Court's February 10, 2023 Administrative Order. Specifically, a letter application must be emailed to the Court to raise argument pertaining to FAPA. NYMBA understands that in cases where this procedure is not followed, the Court is retroactively applying FAPA, whereas in cases where the procedure is followed, the cases may be remitted to the lower courts. Indeed this was the outcome NYMBA advised members of in its last update concerning U.S. Bank v. Robyn Simon (docket #2020-09391); U.S. Bank v. Miguel Corcuera (docket #2020-06138), and Deutsche Bank National Trust Company v. Vicki Wong (docket #2020-06456).

There cannot be certainty regarding when any appellate court will issue an authoritative decision on the legality of retroactively applying FAPA to existing cases. However, NYMBA has become aware of two cases to watch: (1) East Fork Funding v. U.S. Bank (2d Cir. Case No. 23-659) and (2) U.S. Bank v. Fox (N.Y. App. Div. 1st Dept. Case No. 2022-01325). The East Fork case is pending before the United States Second Circuit Court of Appeals and some in the industry think that court may certify a question to the New York Court of Appeals. In the Fox case, the intermediate Appellate Division, First Department retroactively applied FAPA and the lender has made a motion for leave to appeal to the New York Court of Appeals. A decision in either of those cases from the Second Circuit and/or the New York Court of Appeals may set authoritative precedent for certain aspects of FAPA and serve as a bellwether for the question of whether the retroactive application of FAPA as a whole is constitutionally proper.

NOTE: If an attorney receives a favorable decision on any legal issue from a trial court – including, but not limited to concerning a FAPA chapter amendment – the attorney should submit the decision to reporter@nycourts.gov for publication consideration with a brief explanation why the decision is important. This can be a tool judges use when similar cases come before them.

2023 ANNUAL CONVENTION HIGHLIGHTS & SESSION RECAPS



CyberSecurity: Safeguarding Your Business by Navigating Threats and Effective Protective Policies

Jacqueline Goralczyk, DeAngelus Goralczyk and **James Carroll**, Hackett Cyber delivered a relevant and riveting presentation on “Safeguarding Your Business By Navigating Threats and Effective Protective Policies.” Their presentation touched on notable hacks, all things cyber and the industry at large. The main message to the audience was this: good enough is not good enough. They also detailed out what companies can do to help reduce their own risk, including training employees on social engineering tactics that are commonly deployed in these hacks.

NYMBA Loan Servicing Committee Meeting

Loan servicing committee members met in person during the annual convention. Joining virtually, **Steven Hladick** of Hladick, Onorato, Federman, LLP, shared the efforts taken in PA and NJ to address the respective court delays. A priority of the loan servicing committee is to address court delays in foreclosure cases in New York with the initial focus on vacant and abandoned properties. Discussions will continue during the next loan servicing committee where it will be decided if a separate task force will be established.

Freddie Mac’s **Cecelia M. Raine**, Vice President, Servicing Strategy & Integration Single Family Portfolio & Servicing was welcomed by the committee and shared digital initiatives and Freddie’s efforts to help make loan servicing more efficient by utilizing e-signing during loss mitigation. Servicers interested in getting started should reach out to Mark Compton of Freddie Mac. The first servicer to implement e-sign will be featured in an article with Freddie that will be published in the NYMBA newsletter.



IMB Survival Guide & CEO Panel



Jane Borbee, Homestead Funding, **Steven A. Milner**, US Mortgage, and **Phil DeFronzo**, Norcom Mortgage were panelists in the session moderated by master sales trainer **Ron Vaimberg**, Ron Vaimberg International. The panel addressed the issue of increased repurchase requests by the GSEs, which seems more prevalent among IMBs. Due to the volume of requests, some have established an internal working group designed to manage and mitigate these requests. QC review has expanded beyond the required 10% to catch errors and learn for the future.

Talent retention and aligning expenses with the new volume and margin environment were additional top-of-mind topics the panel discussed. Although, even in lean times, you must continue to spend money on marketing to assist LOs in growing their business.

Participants left the session with a feeling of “we are all in this together.” Even though we compete, we are here to assist one another through tough times.

*A special THANK YOU to the **NYMBA Convention Committee** for your time and planning to make our Annual Convention a success!*

- Jeff Pinard – Chair**
- Bill Kennedy**
- Cathy Kantrowitz**
- Darrel Lloyd III**
- Steven A. Milner**

- Jodi Gaines**
- Chip Nolan**
- Marianne Perry**
- Mike Pulver**
- Steve Pezzino**

MORE CONVENTION HIGHLIGHTS & SESSION RECAPS

SERVICING LOANS IN NEW YORK--Best Practices

At the NYMBA 2023 Conference, the NYMBA Servicing Committee organized a panel discussion on “Best Practices for Servicing Mortgages in New York”. This panel was moderated by **Adela Martinez**, Planet Home Lending, with participating NYMBA member panelists: **Chip Nolan** - M&T Bank, **Christina Livorsi** - Day Pitney LLP, **Brian McGrath** - Hinshaw & Culbertson LLP and **Kevin Hamilton** - Bron Inc.

There was a lively discussion about vacant and abandoned properties, focusing on updated requirements regarding registering and maintaining vacant and abandoned properties, with the additional burden of ensuring payments of HOA fees and utilities, and timely addressing of property violations. In addition, there was a review of current legislation and litigation hot topics, including Anti-Kessler, FAPA and best practices for NY 90-Day notices, and the importance of tracking in-flight loss mitigation during servicing transfers.

Unlocking Opportunities: Exploring Technology in Mortgages

Patrick O'Brien, LenderLogix, **Ari Karen**, Mitchell Sandler LLC., **Brooke Anderson-Tompkins**, Mortgage Banking Executive Leader, **Scott Falbo**, LenderLogix, and **Carla Johnson**, EarthVisionz, explored the transformative power of technology in the mortgage business, discussed how emerging innovations, data-driven insights, and digital solutions are unlocking new opportunities for lenders and borrowers alike. Some insights the panelists shared were:

- Make sure you're looking at technology as a way to solve specific problems within your organization
- Try different things, ask for pilots and accept that certain technology might not be a long term fit
- Keep an eye on Terms in tech contracts and ask for help if you don't understand something
- Don't look at AI or Blockchain as solutions themselves, but how they instead will serve as the backbone for solutions that solve specific problems



Thank you New York MBA Outgoing Board Members
for your contributions and commitment to the
Association!

Scott Boser



Natalie Grigg



Adela Martinez



Patrick O'Brien



Cathy Kantrowitz

Rhinebeck Bank



Cathy's dedication and contributions as a member of the board has played an instrumental role since the association's inception. During her tenure, Cathy has taken on officer positions, and most recently served as Immediate Past President. Her experience, wisdom and commitment have advanced the mission and objectives of the association. While Cathy may be stepping down from her official role on the board, she will always be a valued member of the New York MBA.

ANNUAL CONVENTION

2023 ANNUAL CONVENTION HIGHLIGHTS AND AWARDS

Thank you, Jodi!



Jodi Gaines, Chief Client Officer and EVP of Government Relations and Business Development at Insight One Solutions is NYMBA's outgoing President.

Jodi has dedicated time, effort, and resources to help NYMBA continue to serve its members. We thank Jodi for her hard work this past year and look forward to her continued involvement in her role as Immediate Past President. Jodi will also serve as co-chair of the Communications Committee.

Last month Jodi was honored with the *Laurie A. Maggiano Legacy Award* at this year's Five Star Conference honoring Women in Housing.

2023 Laurie A. Maggiano Legacy Award Recipient:

JODI GAINES

Chief Client Officer & EVP, Insight One



CONGRATULATIONS

At our Annual Convention, we recognized volunteers that generously gave their time and resources to the Association. Congratulations to all of our award winners, we thank you for your efforts! Click on each picture to view individual photos and [LinkedIn](#) posts.



Natalie Grigg
LOAN SERVICING AWARD



Bill Kennedy
AFFILIATE OF THE YEAR



Mike Decker
JAMES L. BOPP SERVICE AWARD



Sherri Eckles
HOMEOWNERSHIP ADVOCATE AWARD



Richard Jordan
FRIEND OF NYMBA



ANNUAL CONVENTION



NEW YORK MORTGAGE BANKERS ASSOCIATION
STATEWIDE
habitat build day



“Swapping their spreadsheets for hammers and rain ponchos,” groups from Saratoga National and NYMBA in the Capital District on September 29th



Groups from Ulster County, Greater Newburg, and Chemung County showing up for a day of volunteerism and giving back in celebration of Jimmy Carter’s 99th Birthday.



HABITAT STATEWIDE BUILD



NEW YORK MORTGAGE BANKERS ASSOCIATION
STATEWIDE
habitat build day



“Volunteerism is the heart and soul of Habitat for Humanity. It's not just about building homes; it's about building hope, unity, and a stronger community.”
- Greater Rochester Habitat for Humanity



Significant progress and partnerships were made with Buffalo, Greater Rochester, and Chemung County volunteers.

Thank you sponsors!

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HABITAT STATEWIDE BUILD

MEMBERSHIP RENEWAL

Renew your membership early! NYMBA membership runs from January 1st to December 31st and can be renewed online. If you have questions, need an invoice, or want to pay by phone, contact Christina Wiley by email or phone: cwiley@nymba.org | 518-963-0593, ext. 301.

Ways to renew your membership:

- Online
- By phone
- Check by mail
- Installments
- Auto-renewal

New Members are welcome!!! Refer a prospective member for 2024 to help grow the NYMBA and strengthen our voice!

Don't forget to take the member survey! We need to hear from you to improve your membership experience and better represent the industry's impact on New York's economy in our advocacy efforts.

[MEMBERSHIP RENEWAL](#)

[MEMBERSHIP SURVEY](#)

STRENGTHENING RELATIONSHIPS BY BUILDING BRIDGES

Support the NYMBA Political Action Committee (PAC) which focuses on getting "a seat at the table" by attending events sponsored by legislators. New York is a state with robust legislative initiatives and PAC funds are an important component to accessing lawmakers and staying relevant in Albany.

[CLICK HERE TO DONATE TO THE PAC](#)

SCAN TO DONATE TO THE PAC



LOBBYIST *UPDATE*

NYMBA Executive Board and members of NYMBA Legislative Committee spent two days conducting interviews with a slate of candidates to become the next NYMBA Lobbyist. We expect to finalize our decision and onboard our new Lobbyist by November 30th.

MORTGAGE ACTION ALLIANCE (MAA)

[JOIN TODAY](#)

The Mortgage Action Alliance (MAA) is the Mortgage Bankers Association's free grassroots advocacy network that allows real estate finance professionals to lend their voice to key issues impacting our industry. NYMBA utilizes MAA for statewide Call To Action campaigns when critical legislation and regulations are introduced. We need everyone to get involved to maintain a strong unified voice. Nationwide, only 20% of our industry is represented by MAA membership, and in New York, the percentage is alarmingly lower. If you are not yet a member, or would like to renew your membership, please **text "MAA" to 50457** to receive a link to sign-up.

We need your support to maintain MAA as a powerful resource for our industry, for the customers and communities we serve! We urge you to JOIN TODAY!

**CALLING ALL MEMBERS
CONTRIBUTE TO THE
QUARTERLY NEWSLETTER!**

The Newsletter is the Voice of our Members and is ultimately Member driven. We need your help in submitting content (based on the themes below and industry hot topics). We also welcome your feedback on what you, our valued members want to see! Please reach out to Co-Chairs Jodi Gaines or Jeff Schott with content and ideas!

- Q4 – Year In Review (submission deadline 12/31, publication date Mid-January)
- Q1 – 2024 (submission deadline 3/31, publication date Mid-April)

Send all submissions to admin@nymba.org



SAVE THE DATE

NYMBA

CAPITOL BUILD DAY

MAY 21, 2024

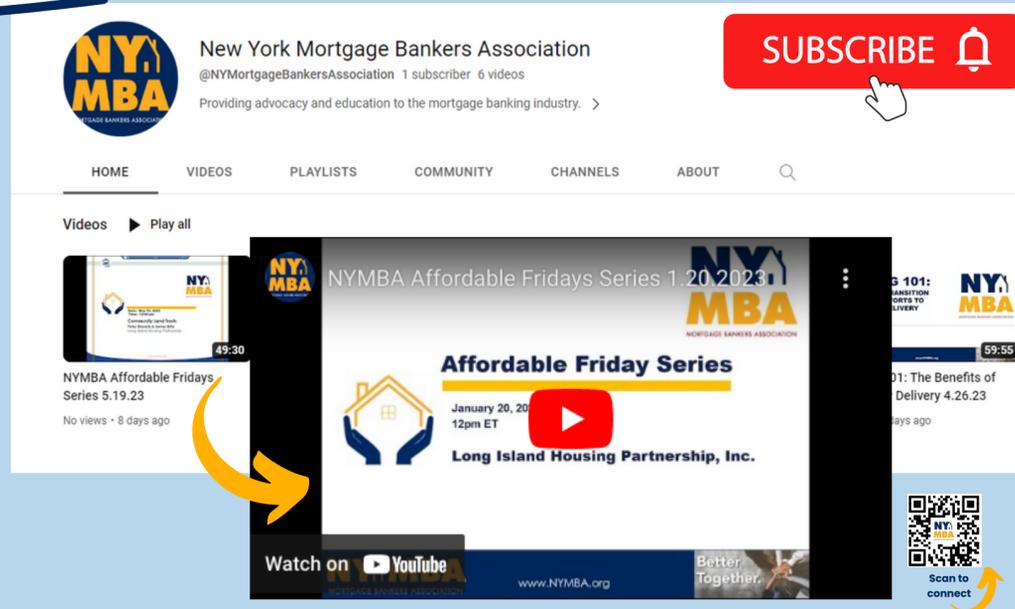
VOLUNTEER & SPONSORSHIP OPPORTUNITIES AVAILABLE!

Stay tuned for more information

Be part of the change in New York!

**Check out our
YouTube Channel!!**

Follow us
[@NYMortgageBankersAssociation](https://www.youtube.com/@NYMortgageBankersAssociation)
We post webinars and much more!



New York Mortgage Bankers Association
@NYMortgageBankersAssociation 1 subscriber 6 videos
Providing advocacy and education to the mortgage banking industry. >

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Videos ▶ Play all

NYMBA Affordable Fridays Series 1.20.2023

Affordable Friday Series
January 20, 2023 12pm ET
Long Island Housing Partnership, Inc.

Watch on YouTube www.NYMBA.org

SUBSCRIBE

**Do you follow us
on LinkedIn?**



SCAN WITH
YOUR PHONE

NEW - Membership Benefits

We will be launching a Members-Only section on our website to host discount codes from vendors, a job postings board, the latest MBA news and other exciting content!

Earthvisionz is our first member to offer a special promotion for one of their products.

If your company is interested in providing a benefit or discount to our members, please contact Sherri Eckles (518-852-9191).

BEST LEGAL PRACTICES FOR GROUP LAYOFFS: PROTECTING YOUR BUSINESS AND EMPLOYEES

Unfortunately, many companies are currently facing the challenge of group layoffs. Not only do large scale layoffs present challenges related to employee morale, communications and operations, they present significant legal challenges. When faced with the need to downsize or restructure, it is crucial to navigate the legal landscape carefully to protect both your business and the employees involved. That is why I am answering: what are the best practices for large scale layoffs?

Understand Applicable Laws

Before initiating any layoffs, it is essential to thoroughly research and understand the relevant employment laws and regulations in your jurisdiction. Familiarize yourself with federal, state, and local laws, as they may differ. Common legal considerations include the Worker Adjustment and Retraining Notification (WARN) Act, which mandates advance notice for large-scale layoffs, and the Fair Labor Standards Act (FLSA), which governs wage and hour requirements.

Develop a Well-Defined Layoff Plan

Crafting a well-structured layoff plan is crucial for minimizing legal risks. Clearly define the reasons for the layoffs, the selection criteria for affected employees, and the communication strategy. Be prepared to justify the business necessity and demonstrate a fair and objective process for selecting employees to be laid off.

Ensure Compliance with Employment Contracts and Agreements

Review any employment contracts, collective bargaining agreements, or individual agreements that may affect the layoff process. Adhere to the terms outlined in these agreements, including any provisions related to severance pay, notice periods, or alternative job placement options.

Provide Sufficient Notice

Complying with notice requirements is essential to avoid potential legal ramifications. The WARN Act, for instance, typically mandates providing advance notice to affected employees and relevant government agencies for large-scale layoffs. Understand the specific notification requirements applicable to your organization and ensure compliance.

Offer Outplacement Services and Support

Layoffs can significantly impact affected employees. Mitigate the negative consequences by offering outplacement services, such as career counseling, job search assistance, and resume writing support. These services demonstrate your commitment to helping employees transition to new employment opportunities and can help minimize potential legal disputes.

Handle Employee Benefits and Final Paychecks

Ensure that you comply with legal obligations related to employee benefits and final paychecks. Review applicable laws and consult with legal counsel to ensure that any owed wages, accrued vacation time, retirement contributions, or other benefits are properly calculated and provided to affected employees.

Maintain Confidentiality and Privacy

During the layoff process, respect employee privacy rights and maintain confidentiality. Share information on a need-to-know basis and ensure that sensitive employee data is handled securely. Avoid disclosing personal information about affected employees that is not directly related to the layoff process.

Communicate Openly and Transparently

Effective communication is vital when implementing layoffs. Develop a comprehensive communication strategy that includes clear and empathetic messaging to affected employees. Provide an opportunity for employees to ask questions and address their concerns. Document all communications to demonstrate that the process was handled professionally and transparently.

Conducting layoffs is a challenging task for any organization, but following best legal practices can help protect your business and minimize legal risks. By understanding the relevant employment laws, developing a well-defined layoff plan, and ensuring compliance with contracts and agreements, you can navigate the layoff process in a manner that is fair, transparent, and legally sound. Additionally, providing support services and maintaining confidentiality will help mitigate the negative impact on affected employees and foster goodwill during a difficult time. Remember to consult with legal counsel to ensure compliance with specific laws and regulations in your jurisdiction.

PROVIDED BY:

KATHARINE THOMAS BATISTA
PARTNER, MITCHELL SANDLER
KBATISTA@MITCHELLSANDLER.COM

NYMBA

MORTGAGE BANKERS ASSOCIATION

ON BEHALF OF THE ASSOCIATION

Thank you for your continued support!

2023-2024 OFFICERS

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Sherri Eckles - Treasurer

Jacki Goralczyk - Secretary

Jodi Gaines - Immediate Past President

Christina Wiley - Executive Director

Jeff Barringer - Of Counsel

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