

# Ingrid J. Cardona

Associate

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Ingrid J. Cardona is an associate in the Firm's Labor & Employment Practice.

Ingrid supports the team's work in its compliance, counseling, and litigation services. She assists in all stages of litigating cases in federal and state courts as well as in agency proceedings. Ingrid defends employers, businesses, and managing agents in cases involving claims such as:

- Discrimination, harassment, and retaliation
- Fair Labor Standards Act (FLSA) and state wage and hour laws
- Family and Medical Leave Act (FMLA)
- New York State and City Human Rights Law
- Title VII of the Civil Rights Act of 1964
- Wrongful termination

Ingrid also works with the Practice's wage and hour team to address internal and governmental audits and investigations of wage and hour practices, including those arising under New York's Wage Parity law.

Additionally, Ingrid counsels clients on new and evolving issues employers face, including revising and introducing policies relevant to leave laws and wage and hour matters.

She was previously a legal intern to Hon. Rosemarie E. Aquilina in Ingram Country 30th Judicial Circuit Court in Michigan.

## Education

- St. John's University (B.S., *cum laude*)
- Maurice A. Deane School of Law at Hofstra University (J.D.)

## Bar Admissions

- New York

## Related Services

- Labor & Employment
- Employment
- Wage and Hour / Public Works Prevailing Wages

- New Jersey
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Western District of Michigan

## Languages

- Spanish

## Professional Affiliations

- Long Island Hispanic Bar Association

## Awards & Honors

- *Best Lawyers in America*® Ones to Watch, 2026
- *New York Super Lawyers* "Rising Star," 2025

## Community Involvement

- Haven House

## Clerkships

- Legal intern, Maurice A. Deane School of Law at Hofstra University, Community & Economic Development Clinic
- Legal intern, Hon. Rosemarie E. Aquilina, Judicial Circuit Court, Ingram County

## Insights

May 27, 2026

**DOL Issues Technical Amendment Restoring FLSA “White Collar” Exemption Regulations**

February 17, 2026

**New York State Prohibits Use of Consumer Credit History in Employment Decisions Effective April 18, 2026**

December 17, 2025

**2026 Compliance Updates: Key Wage Rate Increases for New York, New Jersey, and California**

May 30, 2023

**End of the Federal COVID-19 Public Health Emergency Declaration: Should Employer’s Rescind COVID-19-related Reasonable Accommodations?**

December 29, 2022

**Effective Immediately: New York Employers Must Provide All Mandatory Workplace Postings Electronically**

October 6, 2022

**What's New with the New York State Notice of Pay Rate?**

September 23, 2022

**The NYC Private Sector Workplace Vaccine Requirement Will Be Optional Starting November 1, 2022**

August 17, 2022

**COVID-19 Vaccination Paid Leave Extended through December 31, 2023**

December 6, 2021

**2021 Says Goodbye to At-Will Employment for New York City's Fast Food Workers**

September 13, 2021

**Mandatory COVID-19 Vaccinations and Related Paid Time Off for Large Employers**

September 13, 2021

**New York State HERO Act Plans in Effect**

July 28, 2021

**To Mask, Or Not To Mask: That Is The Question Again For Those Fully Vaccinated**

July 8, 2021

**New York State Employers Required to Adopt Plan for Prevention of Airborne Infectious Disease**

June 14, 2021

**Governor Cuomo Signs Amendment to HERO Act and Issues Updated COVID-19 Guidance for Offices**

March 15, 2021

**COVID-19 Vaccination Paid Leave Available to Employees Effective Immediately**

March 15, 2021

**COVID-19 Quarantine No Longer Required for Domestic Travel Effective April 1, 2021**

January 28, 2021

**New York State Issues Updated COVID-19 Sick Leave Guidance**