James J. Rooney

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Profile

Jim is the Managing Member of the firm's Buffalo office. He has practiced labor and employment law for almost 20 years, starting in Washington, D.C. and now in Buffalo, New York.

He represents both public and private sector employers in a wide variety of employment-related matters, including labor arbitrations, union negotiations and proceedings before the Equal Employment Opportunity Commission, the National Labor Relations Board and the New York State Public Employment Relations Board. James also litigates employment disputes in trial and appellate courts in New York State and other areas of the country. In this capacity, he represents management in litigation involving, among other matters, discrimination, harassment, wage and hour and contract disputes.

James also has substantial experience counseling clients in all types of employment-related matters, including workplace policies, executive compensation, school law, public sector employment law, covenants not to compete and wage and hour laws. He is a frequent lecturer on labor and employment law issues and is listed in Super Lawyers® in three categories: employment and labor; employment litigation: defense; and defense of governments, cities, and municipalities.

Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Employment Law - Management; Labor Law - Management, 2019-2027 (listed for more than 5 years)
  - *New York Super Lawyers*®, Employment and Labor, 2025, 2026 (listed for more than 10 years)
  - *Martindale-Hubbell*®, AV Preeminent Rated
    - *Top-Rated Lawyer in Labor & Employment Law*
- *Buffalo Business First* Power 250, 2025
- American Bar Association, Litigation and Labor and Employment Sections
- New York State Bar Association, Labor and Employment Law Section
- Erie County Bar Association

Representative Presentations

Education

- Boston College Law School (J.D., *cum laude,* 1991)
- Dartmouth College (B.A. 1988)

Bar/Court Admissions

- New York
- Massachusetts
- District of Columbia
- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York
- U.S. District Court for the District of Columbia
- U.S. District Court for the District of Massachusetts

Practices

- School Law
- Municipalities
- Higher Education
- Public Finance
- Litigation
- Labor and Employment
- Financial Institutions Regulatory
- Class and Collective Action Litigation

- An Interview with James Rooney, Labor and Employment, Legally Bond Podcast, April 18, 2022
- Overlapping Leave Laws, Bond, Schoeneck & King Seminar Series, October 2020
- New York State Paid Family Leave Law, Lumsden McCornick 22nd Annual Exempt Conference, November 17, 2016

Representative Publications

- Quoted in "Threat to public-sector unions in SCOTUS decision on Janus,"*Buffalo Law Journal,* July 10, 2018
- "Courts grapple with scope of civil rights laws," *Buffalo Law Journal,* June 19, 2017
- Quoted in “Transgender student policies not new in WNY,” *Buffalo Business First,* August 26, 2016

Other Activities

- Buffalo Niagara Partnership, Director
- Kaleida Health Foundation, Director
- Buffalo Seminary, Trustee
- Legal Aid Bureau of Buffalo, Inc., Former Board President
- The Arc Erie County New York, Former Board Vice President