



## James J. Rooney

### Member

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## Profile

**Jim is the Managing Member of the firm's Buffalo office. With vast experience representing employers in employment-related matters, Jim has established himself as a valued partner to his clients. He represents both public and private sector organizations, including higher education institutions.**

Jim's higher education practice focuses on employment discrimination, labor and employment law, labor contract administration, representation before the National Labor Relations Board and employer counseling.

Additionally, Jim has experience in wide variety of employment litigation matters, including discrimination, harassment and breach of contract claims. He has also negotiated numerous collective bargaining agreements for college and university clients.

In addition to his labor and employment practice, Jim oversees the Buffalo office as its managing member and is a frequent lecturer on labor and employment law issues.

## Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Employment Law - Management; Labor Law - Management, 2019-2026 (listed for more than 5 years)
  - *New York Super Lawyers*®, Employment and Labor, 2024 (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

- An Interview with James Rooney, Labor and Employment, Legally Bond Podcast, April 18, 2022

## 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

- 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