



## Larry P. Malfitano

### Member

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### Profile

**Larry is a former chair of the firm's labor and employment law department and a former member of the firm's management committee. He exclusively represents employers in all aspects of labor and employment law.**

His practice includes representation of a diverse group of private and public sector clients, ranging from Fortune 100 companies to not-for-profit entities. Among the recognitions Larry has received is being named the Syracuse Labor Law – Management Lawyer of the Year by *The Best Lawyers in America*®.

Larry provides counselling and advice to clients in all aspects of labor and employment law, including:

- Affirmative Action Plan preparation and audits
- Alternate dispute resolution techniques
- Arbitration
- Collective bargaining negotiations
- Employment Agreements and Non-Compete Agreements
- Employment litigation in Federal and State Courts
- Equal Employment Opportunity Commission and State equal opportunity agency proceedings
- Executive compensation, advice, and support
- Internal investigations
- Labor relations counseling and advice
- National Labor Relations Board proceedings and litigation
- Separation packages, preparation and negotiation
- Strike and picketing preparation and response
- Supervisor training
- Union organizing campaigns
- Wage/Hour counseling and litigation

A frequent speaker to employer and attorney groups on labor and employment law issues, Larry has also published on a variety of labor and employment law topics.

### Representative Matters

### Education

- University at Buffalo School of Law (J.D.)
- Cornell University (B.S.)

### Bar/Court Admissions

- New York
- U.S. Supreme Court
- 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

### Practices

- School Law
- Long Term Care
- Higher Education
- Labor and Employment
- Health Care

- Successful defense of a national defense contractor in a jury trial involving egregious sexual harassment claims
- Formation of a health care multi-employer collective bargaining association
- Decision by National Labor Relations Board that a petition to represent employees on a university campus was inappropriate, resulting in the dismissal of the union election petition

## Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*® 2021, Education Law; Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment (listed for more than 10 years)
    - *Best Lawyers' 2021 Syracuse Education Law Lawyer of the Year*
    - *Best Lawyers' 2018 Syracuse Employment Law - Management Lawyer of the Year*
    - *Best Lawyers' 2019 Syracuse Litigation - Labor and Employment Lawyer of the Year*
  - *Martindale-Hubbell*®, AV Preeminent Rated
  - *New York Super Lawyers 2020*®, Employment and Labor
- American Bar Association
- New York State Bar Association, Labor and Employment Law Section; Labor Relations Committee; Former Chair, Young Lawyers Section; Former Delegate, House of Delegates
- Onondaga County Bar Association
- Executive Editor, *Buffalo Law Review*

## Representative Publications

- "Human-Resources Audits Prove to be an Effective Risk-Management Tool," *Central New York Business Journal*, April 4, 2016
- "Ten Steps Federal Contractors Should Take to Prepare for OFCCP's Revised Regulations Applicable to Veterans and Disabled Individuals," *Council of Industry Newsletter*, December 2013

## Other Activities

- President, Board of Directors, Rosewood Health Center Foundation