BOND SCHOENECK & KING ATTORNEYS

# Larry P. Malfitano

**Of Counsel**
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## Profile

**Larry has represented school districts, colleges and universities in a variety of employment-related matters for more than 25 years.**

His extensive experience includes employment litigation in federal and state courts, collective bargaining, arbitration, labor relations counseling, supervisor training, wage and hour issues, alternate dispute resolution techniques, affirmative action plan preparation and audits, proceedings before the National Labor Relations Board and federal and state equal employment opportunity agencies and advising employers on the full range of labor and employment law issues. His practice also includes preparation and negotiation of separation packages, as well as advising and litigating contractual issues involving employment agreements and non-compete agreements.

## Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Education Law; Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment, 2008-2027 (listed for more than 15 years)
    - Lawyer of the Year (Syracuse), Education Law, 2021, 2025, 2027
    - Lawyer of the Year (Syracuse), Labor Law - Management, 2023
    - Lawyer of the Year (Syracuse), Litigation - Labor and Employment, 2019
    - Lawyer of the Year (Syracuse), Employment Law - Management, 2018
    - Lawyer of the Year (Syracuse), Labor Law, 2012
  - *Martindale-Hubbell*®, AV Preeminent Rated
  - *New York Super Lawyers*®, Employment and Labor, 2025, 2026 (listed for more than 10 years)
- 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*

## 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

## 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