



## Larry P. Malfitano

### Of Counsel

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### Profile

Larry is a labor and employment law attorney with extensive experience in representing long term care providers, acute care providers and other health care employers in union organizing campaigns, National Labor Relations Board proceedings, strike and picketing preparation and response, labor agreement negotiations and administration, wage and hour matters and supervisor training.

His experience also includes employment litigation in federal and state courts, alternative dispute resolution techniques, internal investigations, affirmative action plan preparation and audits, proceedings before Federal and State equal employment opportunity agencies, executive compensation advice and support and advising employers on the full range of labor and employment law issues. Larry has been a lecturer in a nursing home administrator licensure course and has addressed various organizations on health care and labor law topics.

Larry has written articles and is a frequent lecturer to various management personnel and management associations on a wide variety of health care and labor law topics.

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Education Law; Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment, 2008-2024 (listed for more than 15 years)
    - Lawyer of the Year (Syracuse), Labor Law - Management, 2023
    - Lawyer of the Year (Syracuse), Education Law, 2021
    - 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, 2022 (listed for more than 10 years)
- American Bar Association

### 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

- 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