



Larry P. Malfitano

Of Counsel
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Profile

Larry has extensive experience representing school districts in Education Law § 3020-a proceedings, Civil Service Section 75 hearings, employment litigation matters and labor relations counseling.

Larry is a frequent lecturer to various management and personnel associations on labor and employment law issues. He has written on a variety of employment law topics, including disability discrimination, sexual harassment and employment litigation.

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
 - o Martindale-Hubbell®, AV Preeminent Rated
 - New York Super Lawyers®, Employment and Labor, 2022 (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

Representative Publications

"Human-Resources Audits Prove to be an Effective Risk-Management Tool,"
 Central New York Business Journal, April 4, 2016

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



 "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