

Assistant/Associate Counsel – Labor

The Office of General Counsel (“OGC”) provides legal services and support to the Board of Trustees, the Chancellor and senior officers in System Administration at Albany, New York, and the presidents and administrators of the campuses within the System. Under the leadership of the Senior Vice Chancellor for Legal Affairs and the General Counsel, the SUNY Office of General Counsel is responsible for providing legal services to the System and the 29 state operated campuses. The OGC consists of 45 experienced higher education attorneys, paralegals and support staff located in Albany at the System Administration headquarters and in campus-based offices at the four University Centers, Health Science Centers, and various SUNY colleges.

The legal practice of the OGC involves a substantial array of topics, including public procurement, governance and ethics, legislation, health care, capital construction, public finance, labor grievances and arbitration, litigation oversight (the State’s Attorney General defends litigation brought against the University), student affairs, and the use of real property. The OGC represents SUNY in interactions with State officials who may regulate the affairs of SUNY, including the Attorney General, State Comptroller, the Governor and staff, and members of the State Legislature and staff as well as other state and local agencies and entities.

Job Standard / Operational Needs: State University of New York Upstate Medical University (“Upstate Medical”), located in Syracuse, New York, invites applications for the position of Assistant/Associate Counsel - Labor. Upstate Medical is seeking an experienced labor and employment attorney who can handle, oversee and provide legal advice on a broad range of labor, employment, student, and other related legal matters, including, but not limited to:

- Representing Upstate Medical in disciplinary labor arbitrations;
- Responding to complaints filed with the NYS Division of Human Rights/EEOC, US/NYS Departments of Labor, US Dept of Education’s Office for Civil Rights, and other administrative agencies
- Handling hearings before state and federal agencies where necessary
- Advising on legal matters involving HIPAA, Americans with Disabilities Act, Family Medical Leave Act, Affordable Care Act, wage and hour laws, Fair Credit Reporting Act, NYS Civil Service Law, FERPA, the Taylor Law, etc.

The successful candidate will be based at the Syracuse OGC regional office. The position reports directly to the Senior Managing Counsel of Upstate Medical and indirectly to the SUNY Vice Chancellor of Legal Affairs and General Counsel. In addition, the Assistant/Associate Counsel interfaces with other OGC colleagues to coordinate the delivery of consistent legal services, including participation in OGC staff meetings and trainings.

Minimum Qualifications

- J.D. degree from an accredited ABA law school
- Admission in good standing with the New York State Bar or eligibility for admission within 6 months of start date
- Minimum of 3 years of labor/employment law or litigation experience AND a minimum of 5 years of practicing as an attorney
- Demonstrated ability to work effectively in a team environment, and excellent communication, writing, and research skills
- Excellent legal analysis, legal writing and editing, and oral advocacy skills
- Strong organizational, interpersonal communication, and problem-solving skills
- Ability to function effectively in a fast-paced environment with multiple and changing priorities and objectives
- Experience in handling labor arbitrations and working within a health care setting are preferred
- Prior in-house experience preferred, particularly within the Healthcare sector

Interested candidates, please visit the following link to view the complete posting and apply:

<https://careers.upstate.edu/en-us/job/507347/assistantassociate-counsel-labor>

We are an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status or disability or other protected classes under State and Federal law.