

**Position:** Labor & Employment Associate

**Company:** Rupp Pfalzgraf LLC

**Location:** Buffalo, NY

Rupp Pfalzgraf LLC seeks a talented Labor & Employment Attorney with 1-4 years of experience to join our dynamic legal team.

**About Us:** Rupp Pfalzgraf LLC is a fully integrated law firm that provides comprehensive legal services and outstanding advocacy at the intersection of business and law. Our multidisciplinary team of experienced attorneys is dedicated to providing high-quality, efficient, and strategic legal solutions and personalized representation to a diverse range of clients across a wide array of practice areas, including labor & employment, commercial litigation, corporate law, real estate, and more.

**Responsibilities:**

- Advise clients on compliance with federal, state, and local labor laws and regulations.
- Represent clients before government agencies such as the EEOC or the DOL.
- Handle lawsuits involving wrongful termination, discrimination, harassment, and other employment-related issues.
- Develop and implement strategies to minimize legal risks for employers.
- Draft, review, and negotiate employment contracts.
- Assist in the development and review of company policies, employee handbooks, and procedures to ensure legal compliance.
- Provide guidance on addressing workplace issues such as disciplinary actions and employee grievances.
- Stay abreast of changes in labor and employment laws, precedents, and industry trends.

**Qualifications:**

- Juris Doctor (J.D.) degree from an accredited law school.
- Admitted to the New York State Bar.
- 1-4 years of experience in labor & employment.
- Employment and/or business litigation experience preferred but not required.
- Strong legal research, writing, and analytical skills.
- Exceptional attention to detail and organizational abilities.
- Excellent communication and interpersonal skills.
- Ability to manage and prioritize multiple tasks in a fast-paced environment.
- Collaborative attitude and willingness to learn from experienced attorneys.
- Proficiency in legal research tools and technology.

**What We Offer:**

- Competitive salary and benefits package.
- Professional development opportunities and mentorship from seasoned attorneys.
- Engaging and inclusive work environment.
- Opportunity to work on diverse and challenging cases.
- Access to cutting-edge legal resources and technology.

**Salary Range:**

\$90,000 - \$120,000 per year depending on qualifications and experience.

To apply, please submit your resume, cover letter, and writing samples to [karpinski@rupppfalzgraf.com](mailto:karpinski@rupppfalzgraf.com). We look forward to reviewing your application and exploring the possibility of having you join our team at Rupp Pfalzgraf.

*All qualified applicants will be afforded equal employment opportunities without discrimination because of age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, disability, predisposing genetic characteristics, familial status, marital status, or domestic violence victim status.*