

Traditional Labor Law Associate

Focused on employment and labor law since 1958, Jackson Lewis P.C.'s 1,000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged and stable and share our clients' goals to emphasize belonging and respect for the contributions of every employee. The Firm is ranked in the First Tier nationally in the category of Labor and Employment Litigation, as well as in both Employment Law and Labor Law on behalf of Management, in the U.S. News - Best Lawyers® "Best Law Firms". This position is for a Traditional Labor Law Associate attorney for the firm's Orange County, CA office. The salary range for this position applies to our California offices and reflects a variety of factors that are considered in making compensation decisions, including but not limited to experience, education, licensure and/or certifications, geographic location, market demands and other business and organizational needs. The expected salary range for this position is \$216,500 - \$233,500. This is not inclusive of our full range, and actual compensation will be determined based on experience and other factors permitted by law.

Duties and Responsibilities:

- The position is primarily a traditional labor position representing employers but will also include advice and counsel work with employers regarding federal and California workplace laws and other assignments, as needed. From time to time, the position may also involve due diligence of employer operations for workplace law issues in conjunction with acquisitions/mergers.
- All facets of Traditional Labor Relations, including:
 - Handling unfair labor practice charges at the National Labor Relations Board ("NLRB")
 - Researching and writing;
 - Representing management in NLRB elections;
 - Providing legal advice to employers regarding union organizing, corporate campaigns, card check and neutrality agreements;
 - Negotiating and/or providing legal advice regarding collective bargaining agreements;
 - Handling grievance, arbitration and unfair labor practice proceedings;
 - Obtaining mass picketing injunctions;
- Advising employers on federal and California wage and hour issues, leave management, disability accommodating issues and other workplace issues;
- Reviewing handbooks, policies and forms for compliance with federal and state law;

- Reviewing compensation, commission and bonus plans;
- Conducting management training regarding labor relations, federal and California workplace issues and, harassment, discrimination and retaliation; and
- Other duties and responsibilities as reasonably assigned.

Skills and Educational Requirements:

- JD from ABA accredited law school
- 4-6 years experience in litigation or advice work as an attorney
- Traditional labor experience preferred
- Federal and/or California advice and counsel work preferred
- CA Bar Admission
- Understanding of current agency (state and federal) enforcement techniques preferred
- Excellent attention to detail
- Strong organizational and project management skills
- Excellent written and oral communication skills
- Bilingual, English and Spanish, is preferred but not required
- May include regular business travel