



Employment Counsel – Stamford, Connecticut

Job Description:

Thomson Reuters provides professionals with the intelligence, technology and human expertise they need to find trusted answers. We enable professionals in the financial and risk, legal, tax and accounting, and media markets to make the decisions that matter most, all powered by the world's most trusted news organization.

Thomson Reuters is looking for a U.S. employment attorney to join their global Legal Department.

Primary Responsibilities:

- Counsel HR and managers on day to day employee relations issues, primarily for US workforce of approximately 25,000 employees
- Counsel HR on leave administration and accommodation issues, as well as develop training, guidance and processes on same
- Provide guidance on terminations and discipline
- Assist HR and investigation teams in responding to investigations
- Review reductions in force & reorganizations
- Advise on compensation issues, including FLSA classifications and compensation plans
- Policy review
- Counsel HR on background check issues, including client requirements for testing our employees and applicants
- Advise on vendor/client agreements with employment components
- Advise on employee benefits issues
- Advise on employee / independent contractor classification issues
- Advise on noncompetition agreements and related litigation
- Advise on pay equity laws and initiatives
- Advise on employment law aspects of diversity & inclusion initiatives
- Prepare and conduct HR and management training on various employment issues
- Manage employment litigation and charges
- Assist in responding to employment-related subpoenas, garnishments and related documents
- Keep updated on legislative changes and advise on necessary policy or process changes
- Respond to lawyer's letters
- Negotiate severance agreements
- Experience with employment aspects of M&A / Divestitures / Outsourcing preferred
- Experience with labor relations preferred (Thomson Reuters has a small population of unionized employees)
- Experience with affirmative action preferred
- Experience with international employment law issues preferred

Qualifications:

- J.D.
- 3-4 years of employment law experience, with particular focus on advice and counsel (salary for role is commensurate with this experience level)
- Excellent written/verbal communication skills.
- Ability to positively influence behavior of multiple stakeholders, as well as to successfully balance the interests of the customer with maintaining a good legal and fiscal position for the company.

- Ability to think strategically and creatively, to identify and resolve legal issues, possess knowledge of the business.
- Able to work well as a team member and build rapport and trust with both internal and external stakeholders.
- Ability to work independently in a fast-paced environment.
- Must possess a high level of integrity and professionalism.
- Possess highly developed organizational skills and be articulate, detail oriented and hard working.

To apply, visit <http://adtrk.tw/RCpK>.

At Thomson Reuters, we believe what we do matters. We are passionate about our work, inspired by the impact it has on our business and our customers. As a team, we believe in winning as one - collaborating to reach shared goals, and developing through challenging and meaningful experiences. With more than 45,000 employees in more than 100 countries, we work flexibly across boundaries and realize innovations that help shape industries around the world. Making this happen is a dynamic, evolving process, and we count on each employee to be a catalyst in driving our performance - and their own.

As a global business, we rely on diversity of culture and thought to deliver on our goals. To ensure we can do that, we seek talented, qualified employees in all our operations around the world regardless of race, color, sex/gender, including pregnancy, gender identity and expression, national origin, religion, sexual orientation, disability, age, marital status, citizen status, veteran status, or any other protected classification under country or local law. Thomson Reuters is proud to be an Equal Employment Opportunity/Affirmative Action Employer providing a drug-free workplace.

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