



## Amy Habib Rittling | Partner | Team Leader - Employment

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Amy Habib Rittling, a Partner with Lippes Mathias, serves as Team Leader for the firm's Employment Practice Team. She concentrates her practice in employment and general business law and litigation. Her employment law experience includes counseling and advising employers on all aspects of employment relationships and employment practices and policies. She also regularly assists employers with workplace investigations and self-audits. Ms. Habib Rittling also represents employers before administrative agencies including the U.S. Equal Employment Opportunity Commission, the New York State Division of Human Rights, the U.S. Department of Labor, the New York State Department of Labor and other various state and local employment agencies. She frequently defends clients in legal claims involving: discrimination, harassment, wrongful termination, state and federal wage and hour laws, and the Family and Medical Leave Act, and the Americans with Disabilities Act.

Ms. Habib Rittling also frequently serves as a mediator and in that capacity has mediated and facilitated the resolution of employment law claims and disputes.

Ms. Habib Rittling also counsels independent schools in all areas of school law and compliance issues.

Prior to returning to Buffalo, Ms. Habib Rittling served as Special Assistant to Commissioner Leslie E. Silverman of the U.S. Equal Employment Opportunity Commission.

### EDUCATION

- University at Buffalo School of Law, J.D.
- Boston College, B.A.
- Buffalo Seminary
- Elmwood Franklin School

### CAPABILITIES

#### Employment

- Audits and Litigation
- Corporate & Compliance Investigations
- Employee Benefits & Executive Compensation
- Employment Agreements
- HR Training and Counseling
- Non-Compete and Non-Solicitation Litigation
- Occupational Safety and Health Administration Compliance
- Restrictive Covenants
- Trade Secrets
- Wage and Hour
- Worker Classification
- Workplace Policies

#### Government & Corporate Investigations

- State Attorneys General Investigations

#### Litigation

- Employment Litigation

#### Corporate

#### Alternative Dispute Resolution

#### Family Business

#### Education

## HONORS & AWARDS

- *Chambers USA*,
  - Labor & Employment (Upstate New York)
  - Litigation: General Commercial (Upstate New York)
- *The Best Lawyers in America*®, 2021, 2024
- *Buffalo Business First*, "Power 200 Women," 2018-2022, 2024
- Buffalo Niagara Partnership, ATHENA Award Recipient, 2016
- *Business First* "40 Under Forty," Women of Influence: Community Supporter
- *Business First of Buffalo* and *Buffalo Law Journal*, Legal Elite of WNY, 2014-2017
- The Daily Record Excellence in Law, Top Women in the Law, 2014
- *Upstate New York Super Lawyers*®, 2015 - 2023

- Higher Education
- Independent Schools
- K-12 Education
- Special Education

## COMMUNITY INVOLVEMENT

- The Buffalo Club, President
- The Children's Hospital of Buffalo Foundation, Board of Directors
- John R. Oishei Children's Hospital Campaign, Co-Chair
- Elmwood Franklin School, Board of Trustees, Chair
- Buffalo Philharmonic Orchestra, Board of Trustees
- Law Enforcement Foundation of WNY, Board of Directors
- The National Federation for Just Communities of Western New York (formerly NCCJ), Former Co-Chair Board of Directors
- Buffalo Seminary, Former Chair Board of Trustees
- Leadership Buffalo Graduate

## SPEAKING ENGAGEMENTS

- "The COVID Vaccine: What It Means For My Employees," The Business Council, Buffalo, NY, January 21, 2021
- "Understanding the New Sick Leave Law," Buffalo, NYSVMS, NY, December 14, 2020
- "U.S. Employment Law: Critical HR Considerations for Canadian Businesses Before, During and After the Pandemic," Buffalo, NY, November 5, 2020.
- "Implementing New York State's Paid Sick Leave Law," Business Council of New York State's Labor/HR Webinar Series, Buffalo, NY, November 19, 2020
- "Sexual Harassment Training," Buffalo Niagara Partnership, Buffalo, NY, May 14, 2019

## ADMITTED TO PRACTICE

- New York

- District of Columbia
- U.S. District Court, Southern District of New York
- U.S. District Court, Western District of New York

**New York:** Albany, Buffalo, Clarence, Long Island, New York City, Rochester, Saratoga Springs // **Florida:** Jacksonville // **Illinois:** Chicago  
**Ohio:** Cleveland // **Oklahoma:** Oklahoma City // **Ontario:** Greater Toronto Area // **Texas:** San Antonio // **Washington, D.C.**

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