

Assistant General Counsel Labor

Description

The Role The Assistant General Counsel – Labor will oversee the company's labor law policies and strategies across all of the Company's markets, as well as select employment law matters. This role demands extensive expertise in labor law, with a focus on proactive legal strategies and employee relations. Although prior cannabis industry experience is not required, the ideal candidate must be passionate about their personal impact in this new and fast paced industry. As Assistant General Counsel – Labor, you will play a critical role advising senior management and the People team on labor law compliance, employee relations, collective bargaining and other labor-related issues. You should possess a proactive approach to counseling and training on employee engagement and labor issues as well as relevant experience creating and implementing labor and employee relations strategies. Partnering with the Green Thumb People Team, Legal Team, and our external labor counsel, you will be responsible for furthering our growth objectives while navigating business and legal risks through problem-solving. This role can be based in our Chicago, Illinois headquarters or can be performed remotely with occasional travel to the headquarters. In either case, the role could require travel up to 50% of your time to visit our operations in 14 or more states.

Responsibilities Provide expert legal counsel and guidance on a wide range of labor and employment matters, including but not limited to union relations, collective bargaining wage and hour compliance, discrimination and harassment claims and employee benefits. Develop and implement the Company's labor and employment relationship strategies in collaboration with the People team and senior management. Collaborate extensively with Finance and Communications teams, as well as other departments throughout the organization, for example, in developing cost models, and proactive and reactive communications. Draft, review and negotiate agreements with unions including collective bargaining agreements, labor peace agreements, and similar matters. Serve as primary advisor on labor relations and employee relations, including FLMA, ADA, OSHA compliance and similar matters, to senior management and the People team. Oversee legal aspects of, and assist in the development of, training and learning programs for the People team, as well as exempt and non-exempt employees, with respect to labor law compliance, employee relations best practices and related matters. Represent the Company in administrative proceedings, arbitrations and other dispute resolution forums, advocating for the Company's interests while maintaining positive labor relations. Collaborate and manage relationships with external labor organizations, outside counsel, consultants and industry associations as needed to support the Company's labor and employment objectives. Support internal investigations and external agency responses (non-NLRB matters). Handle and document charges or petitions filed under the National Labor Relations Act or the Company's responses thereto. Support the M&A and integration teams with respect to labor and employment matters. Manage the labor team within the Legal Department. Support and lead other initiatives/projects such as policy modification, workforce trends, best practices, etc. as needed. Travel, as needed, to support business needs.

Requirements Juris Doctorate degree from an accredited law school. Must be admitted to a state bar and in good standing. 10+ years of labor law expertise within a law firm or in-house. Strong academic credentials and solid work ethic. Stellar analytical skills and strong verbal and written communication skills. Broad background providing solid and collaborative advice and counsel to People function and operating business managers in labor-related matters. Broad background in handling traditional labor law matters, including collective bargaining negotiations, grievance handling, arbitrations, and proceedings before the National Labor Relations Board. Up-to-date knowledge of

Hiring organization

Green Thumb

Job Location

Chicago, Illinois, United States

Base Salary

\$ 65000 - \$ 150000

Date posted

April 23, 2024

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labor issues and case law and ability to quickly develop knowledge and understanding of such laws and issues particularly as they relate to the cannabis industry Team player who is proactive, a self-starter, and ready to roll up their sleeves and dig into the work Strategic, detail oriented and self-motivated to provide high quality and timely work product in a fast-paced, complex, and highly regulated environment, with demonstrated ability to work both collaboratively and independently as the circumstances require Ability to maintain professional demeanor and focus on objectives in confrontational negotiations, with excellent communication and negotiation skills that includes the ability to effectively articulate legal concepts and advocate for the Company's interests in various forums Commitment to the highest ethical and professional standards; personal and professional integrity beyond reproach; unquestioned discretion in maintaining confidentiality Technologically savvy Must understand and comply with the rules, regulations, policies, and procedures of Green Thumb Must have or be willing to quickly develop a solid understanding of the state (or federal) cannabis laws, rules and regulations and passion to further their understanding and knowledge of the industry and the laws Additional Requirements Must pass any and all required background checks Must be and remain compliant with all legal or company regulations for working in the industry Must possess valid driver's license Must be a minimum of 21 years of age Must be approved by state badging agency to work in cannabis industry #LI-RemotePlease mention the word **DESERVING** and tag RMzUuMTk3LjQ2LjE1Nw== when applying to show you read the job post completely (#RMzUuMTk3LjQ2LjE1Nw==). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

Contacts

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