

Job Title: Senior Counsel – Labor & Employment

Job Description:

Morton Salt's Legal Department has an exciting opportunity for a labor and employment attorney to work for one of the most recognizable brands in North America. This position would provide advice and counsel to Human Resource professionals and other business partners in the U.S., Canada and the Bahamas. This position would also provide legal labor and employment advice related to the company's strategic initiatives.

Job Summary:

As Senior Counsel-Labor and Employment, the attorney is responsible for assisting the General Counsel and Human Resources department in the management and handling of all labor and employment related matters in the Company. This position is located in downtown Chicago at corporate headquarters for Morton Salt, Inc. The attorney will manage all labor related legal matters and generally assist the Company in all other employment related matters, including advising on the terms of the various collective bargaining agreements, assisting the Director of Labor and Employee Relations on grievances and the records thereof, preparing for and conducting any arbitrations resulting therefrom and the development and interpretation of Company related policies and programs related to represented employees. The attorney will also advise and assist with Company-wide policies relating to employee benefits.

This attorney performs job duties consistent within safety, legal, and regulatory requirements as well as Company values, standards, culture and business practices. This attorney will act with the highest level of integrity and business and personal ethical standards in all aspects of job performance.

Essential Duties & Responsibilities:

- Provides in-house legal counsel on labor and employment related matters, which may include, but not limited to, human resources issues, wage and hour law, workers' compensation, unemployment and other state agency claims, labor relations, employee benefits, employment agreements and policy related issues, FMLA matters, employment related litigation, grievances and arbitrations and generally assists the General Counsel, Labor Relations and Human Resources Department.
- Ensures compliance with all applicable laws, regulations and policies.
- Participates in and influences the decision-making process with appropriate clients and stakeholders.
- Identifies and assesses legal risks and opportunities within the labor and employment area and advises accordingly.
- Independently handles legal matters and projects ranging from basic to complex.

- Recognizes when to elevate certain matters to the attention of the General Counsel.
- Supervises, manages and evaluates outside counsel on employment related matters including litigation.
- Educates clients and stakeholders on legal matters, policies and procedures.
- Advocates Morton's interests in assigned matters
- Establishes and maintains relationships, credibility and trust with clients, stakeholders, legal team members and other colleagues.
- Perform other tasks as assigned from time to time by the General Counsel.
- Able to travel at times.

Job Requirements

Knowledge, Skills & Abilities:

- Competence as a lawyer; ability to manage heavy workload in a high-pressure environment.
- Good communication (oral and written) and interpersonal skills within and across departments and externally; must be proactive in providing counsel to clients.
- Sound judgment; ability to clearly make reasoned recommendations; ability to cross think and determine who should be kept informed.
- Self-starter with good business sense and a sense of urgency, honesty and fairness.
- Good team player, calm under pressure.
- Self-confident and inspires confidence from clients.

Required Education & Experience:

- Must have a JD degree from an accredited law school.
- Must have a minimum of seven years of substantive labor and employment experience with a corporate legal department or a nationally recognized law firm.
- Prefer candidate with experience in handling labor and employment matters before federal, state courts and administrative agencies.
- Prefer candidate with experience in counseling clients on labor and employment matters.
- Committed to being a legal business partner to internal clients.

- Strong writing skills required.
- Strong communication skills required.
- Knowledge of Canadian labor and employment law, a plus.

Morton Salt is an equal opportunity employer. We evaluate qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, and other legally protected characteristics.