

Employment Law

Nearly every business—local or global—has at least two core attributes in common: employers and employees. As a result, every business is touched by some aspect of employment law. At Wilentz, we understand that the success of your business depends as much on the implementation of an effective strategic vision as it depends upon a productive work force. We provide counseling to navigate state and federal labor, employment laws and help ensure compliance, thereby reducing the potential for claims and workplace disruption.

The employer/employee relationship has always been highly regulated, but recently the enactment of complex laws and the issuance of far-reaching court decisions is increasing litigation. Additionally, oversight and enforcement is becoming more commonplace, making it that much more critical that the advice and guidance you receive be prompt and accurate.

Wilentz employment law attorneys have the requisite experience to provide individually tailored counsel and guide you through the following legal issues, allowing you to keep you focused on the smooth operation of your business:

- Employee handbook and policy drafting
- Data privacy and BYOD issues
- Overtime exemption reviews
- Independent Contractor classification review
- Family and medical leave, disability, workers' compensation
- Employment agreements, restrictive covenants and severance agreements
- Union contracts/collective bargaining agreements
- Disabilities/reasonable accommodation
- Diversity, harassment and anti-discrimination training

Working together, we leverage our experience to help our clients to minimize the risk of serious complaints from employees. However, when reality strikes, our team can help with negotiation, mediation, arbitration, trial and appellate litigation. We handle the defense of a multitude of employment claims, including but not limited to:

- Discrimination (age, ancestry, disability, genetic traits, liability for service in the armed forces, marital status, domestic partnership, civil union status, national origin, nationality, pregnancy, race/color, religion/creed, sex, sexual orientation, gender identity and expression or any other protected class)
- Harassment
- Whistleblower claims
- Retaliation claims
- Restrictive covenant issues
- Employment contract disputes
- Wage and hour disputes, including overtime claims and class/collective actions
- Unemployment hearings

Moreover, we represent clients in Department of Labor audits and investigations by agencies such as the Equal Employment Opportunity Commission or New Jersey Division of Civil Rights.

The chair of our Employment Law team, Maureen S. Binetti, is the immediate past co-chair of the Employment Rights and Responsibilities Committee of the Labor and Employment Law Section of the American Bar Association, and serves as a Bencher for the Sidney Reitman Labor and Employment Law Inn of Court. She is certified by the New Jersey Supreme Court as a Civil Trial Attorney, frequently serves as a court-appointed and private mediator of employment disputes, and has been handling employment issues for over 30 years.

Our Employment Law team is known for our knowledge in all aspects of employment law and are frequent lecturers and authors on employment law topics affecting the business community. The complex issues surrounding this area of law require concentrated effort and expertise to keep abreast of day-to-day developments. The experience of our employment attorneys in New Jersey, combined with our firm's resources, enable us to be at the forefront of these issues.