

Practices & Industries

Employment & Labor

Overview

Day Pitney's Employment and Labor Practice delivers sophisticated, business-focused legal counsel to employers across industries, including financial services, healthcare, education, manufacturing, retail, and technology. Our clients range from multinational corporations and midsize companies to nonprofit organizations and educational institutions. We are proud to serve as trusted advisors, providing tailored solutions to meet the unique needs of each organization.

Our attorneys work closely with clients to ensure compliance with employment laws and regulations at the federal, state, and local levels. From advising on workplace policies and employee compensation structures to conducting sensitive workplace investigations, we help employers mitigate risk and foster productive workplace environments. When disputes arise, we bring extensive experience in litigation, arbitration, and mediation, as well as in defending claims before administrative agencies.

As members of leading legal and industry networks, including the Employment Law Alliance (ELA), we provide our clients with seamless access to trusted local counsel and resources across jurisdictions, both nationally and internationally. Our extensive experience in labor management relations, including collective bargaining and union matters, positions us to effectively support employers navigating complex workplace dynamics.

We also assist employers in safeguarding their business interests through the enforcement of employment agreements, restrictive covenants, and the protection of trade secrets. Our team is well-versed in OSHA compliance and litigation, helping employers prioritize workplace safety while addressing regulatory challenges.

With a focus on practical guidance and innovative problem-solving, Day Pitney's Employment and Labor Practice partners with clients to build strong, legally compliant workplaces that align with their strategic goals.

Experience

No aspect of this advertisement has been approved by the highest court of any state. Prior results do not guarantee a similar outcome.

- Successfully defended a hedge fund in an AAA arbitration where former business development director sought millions of dollars in post-termination damages based on investments allegedly originated during his employment.
- Represented a CEO and two senior sales executives in a class action lawsuit filed on behalf of a nationwide class of former account representatives against claims of age discrimination and wrongful denial of severance under ERISA; aggressively pursued motion practice and obtained dismissal of the claims against the three executives, a partial dismissal of the ERISA claim, and limited the class pursuing the age discrimination claim to sales representatives who had worked in New Jersey (resulting in the withdrawal of the class claims for age discrimination because of the absence of numerosity), as well as defeated the named plaintiff's motion for class certification of the ERISA claim, thereby terminating all claims on behalf of the nationwide class action and leaving only the claims of the single named plaintiff for trial

- Served as third-party independent investigator in connection with allegations of harassment against the CEO of a prominent company undergoing a leadership transition. Handled investigation in highly charged and sensitive environment with precision and impartiality and provided clear, actionable findings which ultimately helped the company mitigate potential exposure and implement measures to strengthen workplace policies and culture.
- Represented a Fortune 500 company in connection with multiple claims made by employees of a recently divested business unit relating to the nonvesting of equity grants and the terms of incentive bonus retention agreements; following extensive investigation of the underlying facts and an aggressive approach in pre-arbitration proceedings, successfully resolved all claims for the client
- Conducted due diligence for union, employment and benefit issues for equity funds and companies that acquired businesses in stock or asset purchases and mergers involving union-represented employees; ensured that our clients' post-closing incurred no hidden costs or impediments to operating and achieving value from these complex and challenging transactions
- Served as chief spokesperson in union negotiations on behalf of a luxury automobile manufacturer, a leading aircraft manufacturer, a large chemical company and a major printing company; achieved significant client objectives, including reforming or replacing onerous and expensive medical programs, and enlarging management rights to achieve needed business change and cost containment
- Successfully enforced non-competition and non-solicitation provisions by obtaining injunctive relief against a former employee on behalf of life sciences media company.
- Represented a large international transportation company against disability discrimination and retaliation claims; overcame unfavorable timing and the termination of a long-term employee due to an undisputed on-the-job injury and obtained a unanimous jury verdict on all claims in our client's favor.