Jonathan E. Kohut

Associate

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Overview

Jonathan Kohut represents clients in labor and employment matters, including class actions and discrimination, harassment, retaliation, contract, and non-compete cases. He handles matters before state and federal courts, administrative agencies, arbitrators and mediators. Jonathan defends and litigates lawsuits involving employment-related claims and charges of discrimination. He advises clients on issues pertaining to compliance with the Fair Labor Standards Act (FLSA) and the Fair Credit Reporting Act (FCRA). Jonathan has experience with counseling clients on issues pertaining to data privacy and cybersecurity, such as compliance with the California Consumer Privacy Act and similar state laws, as well as the European General Data Protection Act and other international data regulations

Jonathan served as a law clerk for the Honorable Clarkson S. Fisher, Jr. in the New Jersey Appellate Division.

Practices & Industries

- Employment & Labor
- Employment Contracts
- Employment Counseling & Training
- Employment Litigation
- Labor Management Relations
- Litigation
- Restrictive Covenants & Trade Secrets
- Wage and Hour Compliance & Employee Compensation
- Workplace Investigations

Education and Credentials

Education

Seton Hall University School of Law, J.D., *cum laude*, 2021, Seton Hall Law Interscholastic Moot Court Board

Rowan University, B.S., *magna cum laude*, 2015

Admissions

State of New Jersey

State of New York

U.S. District Court, District of New Jersey

Insights

New York Poised to Expand Severance Agreement Requirements: What Employers Need to Know About the No Severance Ultimatums Act
Day Pitney Alert, August 18, 2026

What's New, What's Changing, and What's Next in New York Employment Law for 2026
Day Pitney Alert, February 4, 2026

New Jersey is the Latest State to Ban Union-Related Captive Audience Meetings, But Will States' Foray into Private-Sector Labor Law Last?
Day Pitney Alert, October 3, 2025

New Jersey Supreme Court Rules All Commissions Are Wages Under the New Jersey Wage Payment Law, Exposing Employers to Criminal and Civil Penalties for Non-Payment
Day Pitney Alert, April 14, 2025

New Jersey's New Pay Transparency Law Is on the Horizon
November 20, 2024

In a Blow to Employers' Ability to Defend Against Union Organizing Drives, NLRB Outlaws Mandatory Captive Audience Meetings
November 15, 2024

NLRB GC Proposes Significant Penalties for Employers' Use of Non-Compete and Stay-or-Pay Agreements
October 11, 2024

Updated: U.S. Department of Labor Increases Exempt Salary Thresholds
May 20, 2024

U.S. Department of Labor Proposes Increases to Exempt Salary Thresholds
December 4, 2023

District of New Jersey Reiterates What Is Just Not Reasonable
September 18, 2023

Supreme Court Reexamines Undue Hardship Standard for Title VII Religious Accommodation
August 4, 2023

NLRB Overhauls Independent Contractor Test for the Third Time in Less Than a Decade
June 20, 2023

In The Media

Staying Compliant in the Tri-State: The Latest in Employment Law Webinar
December 16, 2025