Labor and Employment

> Brach Eichler assisted with matters from furloughed employees, unemployment matters, and general labor matters quickly, efficiently and effectively. Outstanding team, great to work with such professionals!

~ MZM Construction Company, Inc.

**Results may vary depending on your particular facts and legal circumstances.*

Brach Eichler's Labor and Employment practice group represents leading companies, organizations and individuals in solving their most critical business and legal issues.

Counseling: Our Labor & Employment Group helps employers in the private, not-for-profit and public spheres, meet the complex legal, compliance, and human resources challenges common in today's workplace. Our team assists employers with specific federal and state regulation compliance, employment policies and agreement drafting, agency investigations and audits, and employee benefits, among other matters. We are advisors for in-house counsel, HR professionals and management teams looking to develop policies, and strategies. We focus on working with clients to prevent issues before they occur. As labor laws and regulations are increasing and more complicated every year, we aim to keep our clients informed on how these laws affect their business and procedures to enable senior management to make informed, proactive and effective decisions, minimizing litigation risk and reducing risk.

Litigation: Our team also represents employers and employees in litigation and arbitrations that arise out of all forms of workplace disputes such as wage and hour claims, pay equity claims, harassment, discrimination, and retaliation claims, whistleblower claims, restrictive covenants disputes, trade secret and confidential information protection, ERISA plan disputes, and all other manner of disputes. We regularly litigate the full range of labor-management issues that arise in federal and state courts, and private labor arbitration for contract disputes. Employers and employees turn to our team when they are headed to trial and their reputations are on the line. While many of our cases resolve before trial, our employment litigation team includes several trial lawyers who have taken these dispute through jury trial and arbitration hearings.

Unionized Employers: We also excel at all aspects of the labor-management relationship for those employers with a unionized workforce. Our practice includes all aspects of the union-employer relationship, from advising employers in union election campaigns to conducting collective bargaining negotiations, and handling grievances, arbitrations, labor board proceedings and other matters that arise in the course of contract administration.

Employee Benefits: Our Labor & Employment practice provides comprehensive counsel on employee benefits, executive compensation, and compliance with ERISA and other regulatory requirements. We assist employers in designing, implementing, and managing retirement plans, health and welfare benefits, and equity compensation programs. Our team also advises on benefits-related issues in mergers and acquisitions, regulatory audits, and fiduciary responsibilities. With a proactive approach, we help clients navigate complex legal landscapes to ensure compliance and mitigate risk while supporting their workforce effectively.

Training: We provide educational advice and workplace training programs for employees, management, and human resources professionals on a variety of key issues human resource concerns including harassment and discrimination, privacy, diversity etc.



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Areas of Focus

Employment Advice Counseling

Your resource and advisor for building compliant, productive workplace strategies and culture.

Executive & C-Suite

Our employment attorneys handle negotiating complex contracts and handling disputes like wrongful termination, discrimination, or breach of contract.

Discrimination, Harassment & Retaliation

Our Employment attorneys have defended numerous employment discrimination actions, harassment and retaliation matters.

Whistleblower Defense

Defending against whistleblower claims requires highly experienced, sophisticated and strategic counsel. We've successfully defended dozens of whistleblower actions.

Employment Benefits

We provide expert advice to administrators and trustees with regard to regulatory and statutory issues.

Employment Litigation

Our seasoned employment litigators deliver strategic resolutions that align with your legal and business goals at every stage of litigation.

Retirement Plan Design & Administration

Working with all types of employers, we design, implement, and maintains qualified defined contribution and defined benefit retirement plans.

Awards



NJBIZ® Best Places to Work list*

2024, 2025



NJBIZ® Top 40 Law Firms list*

2024, 2025



Best Law Firm® in New Jersey Litigation - Labor and Employment by Best Lawyers list*

2019-2025



Best Law Firm® in New Jersey Litigation - Labor and Employment by Best Lawyers list*

2019-2025



Recognized by Best Lawyers list*

2003-2025



New Jersey Legal Awards Law Firm of the Year list*

2022

*No aspect of this advertisement has been approved by the Supreme Court of New Jersey. Click here for the Awards and Honors Methodology.

Representative Experience

*Results may vary depending on your particular facts and legal circumstances.

Litigation

- **Successfully represented a construction firm**client against The International Painters and Allied Trades Industry Pension Fund. The Fund came after our client claiming that it was a successor to a long ago failed company that was a member of the union. After lengthy litigation, we obtained summary judgment dismissing all claims against our client and an order compelling the Fund to pay our client's attorneys' fees and costs.
- **Obtained a $1.375 settlement after a multi-year litigation**for a licensed professional against his former firm where it was alleged that the former firm failed to pay commissions due and owing.
- **Negotiated a voluntary dismissal**from counsel for a putative class of plaintiffs alleging unpaid overtime for over 100 New Jersey–based tractor-trailer drivers.
- **Obtained summary judgment**dismissing in their entirety federal ERISA claims by the NJBLS Benefit Funds seeking over $230,000 in alleged unpaid union benefit contributions over a multi-year period.
- **Defeated two financial annuity firms** all sued by their former firms in court and in arbitration to enforce restrictive covenant agreements attempting to prevent the three advisors from operating their new firm and accepting clients who sought them out for financial advisor services. Defeated initial preliminary injunctive relief application, which allowed the new firm to operate without interruption, and ultimately resolved both matters, before trial, for a fraction of the economic damages sought by the former firms. (Furey/Ribe/Esposito adv. Regent Atlantic/MACRO Consulting Group)
- **Obtained preliminary injunction** barring transfer of a professional educator alleged to have been retaliated against in violation of the New Jersey Law Against Discrimination (LAD).
- **Defeated multiple employers** during investments by the EELC, NJ division on equality rights and NYC division on human rights.
- **Represent public works contractors** in defense of notices of violation by the New Jersey Department of Labor and Workforce Development

Counseling/Employee Benefits

- Design equity plan for large dental practice (JJ Dental)
- Design equity plan for HR/staffing consulting firm (Commit Consulting)

Our Labor and Employment Team

Members

- Matthew M. Collins
- Anthony M. Rainone
- Charles X. Gormally
- Thomas Kamvosoulis
- Eric Magnelli
- Autumn M. McCourt
- Jay Sabin
- Michael A. Spizzuco, Jr.

Counsel

- Sarah A. Gober

Associates

- Katelyn A. Marquez
- Ashley L. Matias
- Zachary Q. Sinkiewicz

Insights

Articles - *February 18, 2026*
AI Risks: Court Holds Attorney Client Privilege Waived By Client's Use of AI App

Events - *February 12, 2026*
Brach Eichler and TCDI Present: Effective Strategies for Managing AI in the Workplace – Part 2

B|E in the News - *February 10, 2026*
Roseland's Brach Eichler extends Jersey roots to Georgia with new office

Firm Announcements & Wins - *February 9, 2026*
Brach Eichler Expands to Georgia with New Alpharetta Office Focused on Labor and Employment Law

Alerts - *January 27, 2026*
NJ Businesses Must Now Report All Employment Separations

Events - *January 16, 2026*
[WEBINAR] Effective Strategies for Managing AI In The Workplace 1/28/2026 (Part 1 of 3)

B|E in the News - *January 16, 2026*
Anthony Rainone Quoted in Law.com on H-1B Wage Theft and Employment Discrimination Lawsuit

Events - *January 7, 2026*
AI Panel To Help Employers Manage Rising Workplace Risks

Alerts - *January 6, 2026*
AI Transcription Bots: The Legal Risks and the Need for Organizational AI Policies

Alerts - *December 10, 2025*
The FMLA In Focus: Recently Issued Guidance About Calculating Leave Entitlements for Intermittent and Reduced Schedule Leaves