

Jay Sabin

Member

Labor and Employment, Cannabis Industry

917.596.8987 · 973.618.5907 Fax

jsabin@bracheichler.com

> Our organization has had the pleasure of working with Jay Sabin of Brach Eichler for many years. I am impressed with his extensive knowledge, thoroughness and ability to provide clear direction. Jay is very responsive, and we are grateful for his guidance and expertise.

~ Jill F., Navicore Solutions

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

Jay Sabin focuses his practice on workplace law matters and leverages his extensive corporate experience as in-house counsel to organizations such as *The New York Times* to provide clients with practical advice.

He counsels clients in the following areas:

- AI in the workplace policy formulation and review of AI vendor contracts
- Labor negotiations, labor arbitrations, and NLRB proceedings
- Employee classification issues and independent contractor agreements
- Wage and hour and EEO compliance
- FMCSA and DOT compliance
- Drug and alcohol testing
- Company employment policies and protocols
- Employment contracts, reductions in force, severance agreements, and protection of intellectual property and trade secrets
- Employee benefits and ERISA compliance
- Commercial transportation contracts

Jay has provided counsel to employers in a broad range of industries, including trucking, media, warehouse, healthcare, cannabis, manufacturing, trade exporters, stevedoring, and SaaS HR providers. He has presented on

INDUSTRIES

- Banking & Finance
- Cannabis
- Healthcare
- Manufacturing
- Nonprofit
- Transportation

EDUCATION

- Columbia University School of Law, J.D.
- Cornell University School of Industrial and Labor Relations, B.S.

BAR AND COURT ADMISSIONS

- New Jersey
- New York
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York

topics such as third-party cargo claims and social media ethics for attorneys.

Jay is a graduate of the Harvard Law School Program on Negotiations, the Duke Corporate Education Leadership Program, the Tuck School of Business Executive Program, and the University of Tennessee Vested Outsourcing Program.

During his time at Columbia University, Jay was a Harlan Fiske Stone Scholar and the recipient of the Emil Schlesinger Prize which is the school's outstanding student of labor law award.

REPRESENTATIVE MATTERS

Each matter handled by Jay is dependent upon the unique facts and particular circumstances. An example of successful matters handled by Jay include:

- Obtained multi-million dollar recovery for a pension plan against its former investment advisor.
- Created deferred compensation senior management bonus plan for multi-state food franchise operator.
- Structured corporate transaction agreements to address union recognition obligations and pension plan withdrawal liability assessments.
- Required former employee to remove images on social media postings and obtained control over social media account.
- Conducted labor negotiations across dozen plus bargaining units with $500M budget for well-known media organization.
- Managed precedent setting NLRB case involving duties of a successor employer for a transportation logistics company.
- Designed self-insured medical plans for numerous clients
- Resolved U.S. Department of Transportation investigation for a consortium of service and equipment providers.
- Negotiated favorable master service agreement terms with EMR vendor for a healthcare provider
- Investigated sexual harassment claims against executive on behalf of ad hoc board of directors committee
- Developed fiduciary protocols for 401k plan trustees
- Counseled cannabis licensee applicant on labor peace agreement requirements under state law
- Drafted employment agreements to prevent imposition of 409A excise taxes
- Provided COVID-related crisis advice for employers regarding leaves, reductions in force, layoffs, PPP financing, and remote work force management.

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

PROFESSIONAL ACTIVITIES

- Congregation Shomrei Emunah, Montclair, NJ – former President

SPEAKING ENGAGEMENTS

- **Morris County SHRM.** *AI in the Workplace: Insights from Jay Sabin, Esq. at Morris County SHRM. (Photos)*
- **New Jersey State Bar Association (NJSBA).** *Labor and Employment Summer Institute.*
- **Home Care Association of Florida (HCAF).** *Effective Strategies for Managing AI in the Workplace.*
- **ALM / Law.com Corporate Counsel – General Counsel Conference East.** *Effective Strategies for Managing AI in the Workplace.*

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

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)

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

Events - *December 4, 2025*
Effective Strategies for Managing AI in the Workplace: A Joint Program by Brach Eichler and SAX 1/20/2026

Events - *November 13, 2025*
John D. Fanburg and Jay Sabin to Speak at the 2025 NJOGS Semi-Annual Meeting

Blogs - *November 4, 2025*
Cannabis Laws in New Jersey – Frequently Asked Questions