Greenbaum LAW

Maja M. Obradovic

Partner

Practice Leader | Employment

Iselin

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- Provides strategic counseling to a diverse range of private and public employers to ensure compliance with federal and state workplace laws, foster employment best practices, minimize risk, and resolve employment disputes before litigation arises
- Successfully defends employers against high-stakes discrimination, harassment, and retaliation claims in state and federal courts, as well as before regulatory agencies
- Proactive support and expertise in drafting employment documents, including policies, handbooks, and agreements; compliance training for management and human resources; employment-related internal investigations

Maja provides employment litigation defense and counseling support to private and public sector employers. Her clients include small and mid-sized businesses, college and universities, corporate entities, and trade associations operating in a range of industries, such as healthcare, manufacturing, retail, commercial real estate, and financial services. She has extensive experience defending institutions of higher education, their employees, and faculty in a wide range of employment lawsuits, including claims of discrimination, retaliation, unequal pay, and tenure disputes.

By building strong, trust-based relationships with her clients and understanding the dynamics of their business operations, Maja serves as a key resource for business owners, management personnel, in-house counsel, and human resources teams. She helps clients maintain compliance with federal and state workplace laws and regulations to minimize risk and avoid potential employment disputes.

Maja advises clients on workplace policies, wage and hour laws, personnel issues, and other day-to-day matters, including the hiring, discharge, and proper classification of employees. She provides practical guidance and training for human resources personnel and managers to ensure compliance with all relevant statutes and regulations. Her work includes negotiating and drafting employment and severance agreements, employee policies and handbooks, executive compensation agreements, and restrictive covenants and confidentiality agreements. She also assists clients in conducting internal employment-related investigations and performs independent workplace investigations of claims made against her corporate clients or their employees.

As a litigator, Maja has represented clients in the defense of employment claims involving discrimination, harassment, and retaliation under both New Jersey state and federal statutes, in court and before the U.S. Equal Employment Opportunity Commission (EEOC), the New Jersey Division on Civil Rights (DCR), and other agencies. Her experience includes claims brought under the New Jersey Law Against Discrimination (NJLAD), the Conscientious Employee Protection Act (CEPA), Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and the Family and Medical Leave Act (FMLA). She has a proven track record of successfully resolving disputes involving employment discrimination based on age, sexual harassment, wrongful termination, whistleblower retaliation, wage and hour issues, hostile work environments, contracts, social media usage and privacy matters, and the enforcement or violation of employment agreements, including restrictive covenants and non-compete provisions.

Maja leverages her experience in bankruptcy law to guide corporations facing insolvency through a range of employment issues, such as managing the automatic stay, addressing unpaid wages and benefits, and providing WARN Act notices.

Areas of Focus

Practice Areas

- Employment
- Employment Contracts & Separation Agreements
- Employment Counseling
- Employment Handbooks & Policies
- Wage & Hour Compliance
- Workplace Audits & Investigations
- Workplace Training
- Higher Education
- Commercial Litigation
- Restrictive Covenant/Trade Secret/Unfair Competition
- Litigation
- Employment Litigation
- Discrimination & Harassment Claims

- Whistleblower Claims
- Worker Misclassification Claims
- Bankruptcy, Financial Restructuring & Creditors' Rights

Industries

- Higher Education
- Construction
- Energy, Public Utilities & Solid Waste
- Financial Services & Insurance
- Healthcare
- Hospitality & Restaurants
- Manufacturing & Logistics
- Public Entities
- Professional Services
- Retail
- Regulated Products

Credentials

Bar Admissions

- New Jersey, 2000
- U.S. District Court, District of New Jersey, 2000
- New York, 2004
- U.S. Court of Appeals, Third Circuit, 2011
- U.S. Supreme Court, 2015

Education

- Rutgers University School of Law-Newark, J.D., 2000
- University of Belgrade Law School, LL.B., 1991

Recognition

- Listed in *New Jersey Super Lawyers* (a Thomson Reuters business) in the Employment & Labor: Employer, Employment Litigation: Defense, Business Litigation, Civil Rights, General Litigation, and Health Care practice areas (2021 - present)

Clerkships

- Former law clerk to The Honorable Douglas K. Wolfson, Superior Court, Middlesex County, New Jersey

Experience

Representative Matters

- Representing a public university in high-stakes employment litigation alleging discrimination, defamation, due process violations, malicious prosecution, and intentional infliction of emotional distress arising from termination proceedings, securing summary judgment on all claims and defending the judgment on appeal in a matter with demands exceeding $10 million.
- Represented Rutgers University and its employees in state and federal employment litigation, including claims under CEPA, NJLAD, Title VII, Section 1983, and the Americans with Disabilities Act involving allegations of wrongful termination, discrimination, retaliation, and hostile work environment, achieving dismissals, summary judgment, and favorable settlements.
- Defended Rutgers University in matters alleging breach of contract, denial of due process, constitutional violations, invasion of privacy, and violations of the New Jersey Wiretapping and Electronic Surveillance Act and the Computer-Related Offenses Act.
- Represented the State of New Jersey and individual defendants in employment and constitutional litigation asserting claims under CEPA, NJLAD, and the New Jersey Constitution.
- Represented a private employer in the appeal of a significant jury verdict arising from NJLAD claims involving hostile work environment, discrimination, retaliation, and failure to promote.
- Defended a technology company in employment litigation brought by a former senior executive asserting claims under NJLAD and CEPA and seeking declaratory relief concerning restrictive covenants, securing dismissal of multiple claims, denial of declaratory relief, quashing of overbroad subpoenas, and a favorable settlement following mediation.
- Serve as ongoing employment counsel to a global manufacturer of high-performance magnetic products, advising on terminations, discipline, leave and disability issues, employee handbooks, and the drafting and enforcement of confidentiality and restrictive covenant agreements.
- Provides ongoing employment and compliance counsel to New Jersey REALTORS, advising on personnel matters, employment policies, and regulatory guidance to members, including application of the ABC test for independent contractors and pandemic-related compliance obligations.
- Represented a remodeling company in disability discrimination and retaliation claims under NJLAD, achieving a favorable settlement after discovery demonstrated that no reasonable accommodations were feasible.
- Defended a research company and its owners and managers in employment litigation asserting CEPA whistleblower claims, sexual harassment, discrimination, retaliation, and wage and hour violations, resolving the matter on favorable terms that protected the company's industry reputation.
- Represented a New Jersey state law enforcement agency in sexual harassment and hostile work environment claims under NJLAD, resolving the matter on favorable terms following discovery and deposition proceedings.

Affiliations

Memberships

- New Jersey State Bar Association: Higher Education Committee; Labor and Employment Law Section
- Middlesex County Bar Association
- New Jersey Women Lawyers Association
- National Association of College and University Attorneys (NACUA)
- Serbian Attorney Association

Other Activities

- *Law360* New Jersey Editorial Board (2022)

Insights & More

Announcements

Thirty-One Greenbaum Attorneys Selected for Inclusion in 2027 Edition of New Jersey Super Lawyers
10.12.26

36 Greenbaum Attorneys Selected for Inclusion in 2026 Edition of New Jersey Super Lawyers
3.20.26

Thirty-Five Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2025 Edition of New Jersey Super Lawyers
3.19.25

Thirty-Four Attorneys from Greenbaum, Rowe, Smith & Davis Selected for Inclusion in 2024 Edition of New Jersey Super Lawyers
3.25.24

Three Greenbaum Partners Selected for Law360 2022 Editorial Board Positions
3.24.22

Client Alerts

New Legislation Expands Scope of Leave and Job-Protection Obligations for New Jersey Employers: What Small Business Owners Need to Do to Ensure Compliance
2.03.26

Guidance for Employers Ahead of Looming Department of Labor Increases in Exempt Employee Thresholds
4.30.24

NLRB General Counsel Issues New Challenge to Non-Competes; Asserts Violation of Federal Labor Law in Most Instances

6.13.23

New Jersey Expands Law Against Discrimination to Address Age Discrimination
10.06.21

New Jersey Supreme Court Ruling Expands Employers' Potential Liability in Failure-to-Accommodate Disability Claims
6.23.21

Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations
12.21.20

New Jersey Commences Payments Under Pandemic Unemployment Assistance Program Covering Independent Contractors, Self-Employed, Sole Proprietors and "Gig" Workers
5.05.20

Title II of the CARES Act: Assistance for American Workers, Families and Businesses
3.30.20

What Does the "Families First Coronavirus Response Act" Mean for Employers
3.19.20

Governor Murphy Signs Legislative Package Designed to Curb Gig Economy; Omits Controversial Bill Proposing Revision of "ABC Test"
1.29.20

Publications

Your Noncompete Might Be Illegal: NLRB Turns Up Heat for Rank-and-File Workers
6.15.23

The Workplace Vaccination Equation
8.21

Employment Law Update: Do's and Don'ts for Employers on Mandating COVID-19 Vaccinations
Winter 2021

NJ Employers Weigh Vaccine Rules Against Legal Liability
1.21.21

Seminars & Events

Why Civility Wins
4.20.26

Representing a Buyer or Seller of an Ongoing Business: 2023's Top Issues and Strategies
5.02.23

Employment Law Developments to Monitor in 2022: Tips, Trends and Tactics for Employers
4.13.22

Religious Exemptions and the Status of Court Challenges to Vaccine Mandates
2.15.22

Employment Law in the Federal Court - A Winter 2020 Update
11.22.20

The Impact of COVID-19 on Healthcare Industry Employers and Next Steps
6.23.20

COVID-19 and Your Business: A Close-up Look at FFCRA Compliance, Employee Benefits and Avoiding Potential Litigation
6.22.20

Title II of the CARES Act: Assistance for American Businesses and Families
5.21.20

Employment Law and the Federal Court
5.13.20

Small Businesses and the Impact of COVID-19
4.14.20

COVID-19 FALLOUT: How Does My Business Survive?
4.07.20