Employment Counseling

Pragmatic employment counseling, targeted to each client's specific needs, represents a significant portion of Greenbaum's employment practice. Our goal is to serve as a trusted business advisor, providing the guidance and resources required to maintain compliant, productive, and harmonious workplaces. Our team helps clients navigate the complex and ever-changing landscape of New Jersey and federal employment laws, offering sound advice that helps prevent disputes before they arise and minimizes the threat of litigation.

New Jersey has some of the nation's most robust employee protections, requiring employers to stay vigilant about compliance. Our comprehensive employment counseling services are designed to address the full spectrum of both long-range and day-to-day challenges faced by employers in the state. We assist clients in navigating the complex regulatory framework, providing support on compliance best practices and risk management issues including those related to hiring and firing practices, approach to tensions and conflicts in the workplace, worker classification, wage and hour laws, and anti-harassment and anti-discrimination policies and procedures. We advise on employer obligations related to leaves of absence under the New Jersey Family Leave Act, the federal Family and Medical Leave Act (FMLA), and the Americans with Disabilities Act (ADA).

We work closely with our clients to implement proactive measures to avoid potential issues, including drafting clear, legally compliant and well-enforced employee handbooks and policies, training for employees and supervisors on the proper procedures for preventing discrimination and harassment and responding to complaints, and the documenting of all employment decisions related to hiring, promotions, disciplinary actions and termination.

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Experience

Representative Matters

- Serving as outside general counsel to a large orthopedic surgical practice, advising on healthcare compliance, employment, corporate, and payor disputes, and securing regulatory relief that corrected systemic claims-processing errors and restored practice cash flow.
- Advised an anesthesiology practice on corporate reorganization, partner buyouts, employment agreements, member disputes, and ongoing general corporate matters.
- Represented a fast-growing, multi-million-dollar international e-cigarette liquid manufacturer and distributor in connection with operating agreements, employment matters, and tax planning.
- Serve as outside general and employment counsel to the U.S. subsidiary of a Norwegian-based manufacturer and retailer, handling employment litigation, executive and separation agreements, handbooks, and ongoing compliance counseling, including matters involving cross-border coordination with Norway.
- 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.
- Serving as lead counsel to one of the largest quick-service restaurant (QSR) franchisees in the New Jersey/New York metropolitan area and the U.S. in connection with multi-store development, franchise compliance, acquisitions, real estate and asset-based financing, complex lease negotiations, environmental matters, employment counseling, and shareholder redemptions.

Insights & More

Client Alerts

With DEI Initiatives Under Review, Employers Must Still Comply with Federal and State Anti-Discrimination Laws
4.16.25

DEI-Related Executive Orders: Employers Must Still Comply with Federal and State Anti-Discrimination Laws
3.24.25

The Impact of New Jersey's Just-Signed Temporary Workers' Bill of Rights
2.06.23

Governor Murphy Signs New Legislation to Protect Employees Who Take Time Off From Work Due to COVID-19 Symptoms
3.23.20