

ARMANDO V. RICCIO, ESQ.

ariccio@njlabor.lawyer

609.634.2784

AREA OF FOCUS

Labor and Employment Law. For over two decades, Mr. Riccio has concentrated his practice in representing management in the public and private sectors with various employment matters. As solicitor and labor relations/employment law counsel to a variety of public and private sector entities of various sizes, Mr. Riccio has developed the depth of experience and ability to provide practical and legal solutions for a broad range of labor and employment matters, including the areas of training, policy development and administration, hiring, promotion and layoff processes/procedures, medical leaves and accommodation issues, union negotiations, investigations, disciplinary matters and grievance proceedings. He has a wide range of experience litigating cases before federal and state courts including claims of wrongful termination, discrimination, harassment, retaliation, Title 59, Section 1983 and related claims, as well as various civil litigation. He also has extensive experience representing clients in proceedings pending before dispute resolution forums such as grievance and interest arbitrations, mediations and fact finding conferences. Mr. Riccio regularly represents management before various federal and state agencies including the Civil Service Commission, PERC, EEOC, NLRB and New Jersey Division on Civil Rights for matters such as agency investigations, fact finding and dispute resolution, discrimination, harassment, retaliation and unfair practice charges as well as representation, unit clarification and scope petitions, to mention a few. Additionally, Mr. Riccio conducts investigations of discrimination, harassment and retaliation claims, provides training sessions on numerous workplace/employment issues, and advises clients regarding employment practices, policies, and procedures.

Mr. Riccio assures his clients that their business and operational philosophies are incorporated into his approach to handling any matter or issue other than that of an independent investigator or hearing officer. He is also experienced in the following areas of employment law:

- ◆ disability related claims and issues
- ◆ breach of contract issues
- ◆ claims under the New Jersey Law Against Discrimination
- ◆ collective bargaining and negotiation in the public and private sectors
- ◆ confidentiality and trade secret issues
- ◆ constitutional claims
- ◆ defamation claims
- ◆ discipline and termination issues
- ◆ drugs and violence in the workplace issues
- ◆ employment contracts and restrictive covenants (e.g., non-compete agreements, etc)
- ◆ Wage and Hour issues and claims
- ◆ Federal and State leave matters
- ◆ occupational safety and health matters

- ◆ unemployment compensation hearings
- ◆ union election campaigns
- ◆ whistleblower claims

EXPERIENCE

ARMANDO V. RICCIO, LLC, Medford, Toms River & Ship Bottom, New Jersey
Labor & Employment Practice, September 2014 - Present

RAYMOND, COLEMAN, HEINOLD & NORMAN, LLP, Ship Bottom & Moorestown, New Jersey
Labor & Employment Practice, March 2013 – August 2014

CAPEHART SCATCHARD, Mount Laurel, New Jersey
Labor & Employment Practice, March 2000 – March 2013

HILL WALLACK, Princeton, New Jersey
Labor & Employment Practice, March 1998 - February 2000

DESSEN, MOSES & SHEINOFF, Cherry Hill, New Jersey
Labor & Employment/Civil Litigation Practice, November 1995 - March 1998

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, Philadelphia, Pennsylvania
EXTERNS, August 1994 - May 1995

ZITA & GUSCIORA, P.C., Trenton, New Jersey
Labor & Employment Practice, May 1994 - September 1994

EDUCATION

Rutgers University School of Law - Camden
J.D. degree, 1995

New York Institute of Technology
M.S. degree, Human Resources Management, 1992 (*with distinction*)
BFA degree, 1988

PROFESSIONAL ACTIVITIES

- ◆ Martindale-Hubbell AV Rated
- ◆ National Speakers Association – Professional Membership (2016-2018)
- ◆ 2016 Ten Best Attorneys in Client Satisfaction, American Institute of Legal Counsel, Labor and Employment Law Division.
- ◆ Nominated 2013 Human Resources Management Consultant of the Year

- ◆ Recognized as one of South Jersey's Top Attorneys as published by *SJ Magazine*
- ◆ Society of Human Resource Management, Member (2001-2018)
- ◆ Ocean County Clerks Association, Legal Updates Committee & Associate Member
- ◆ The Human Resource Association of Southern New Jersey
(*President, 2015- 2016; Vice President, 2013-2015; Executive Committee Member, 2000-Present; Chair, Legal Updates Committee, 2000-Present*)
- ◆ Long Beach Island Chamber of Commerce
(*Secretary, 2015 to 2018; Board of Directors, 2014 to 2018; Member, 2014 to 2018*)
- ◆ Tri-State Human Resource Management Association
(*Member; Chairperson, Programs Committee 2002-2004; Co-Chair, Programs Committee 2001-2002*)
- ◆ Burlington County Bar Association
- ◆ Camden Dispute Resolution Program - Director & Mediator, 1993-1995
- ◆ New Jersey State Bar Association (*Labor & Employment Section*)

BAR ADMISSIONS

State

- ◆ New Jersey (1995)
- ◆ New York (1996)

Federal

- ◆ New Jersey (1995)
- ◆ Southern District of New York (1998)
- ◆ Eastern District of New York (1998)
- ◆ Third Circuit Court of Appeals (2002)
- ◆ United States Supreme Court (2003)

PRESENTATIONS

- ◆ “2019 Legal Update: Employment and Ethics Laws,” Ocean County Clerks’ Assoc., Toms River, NJ, January 2019.
- ◆ “2019 Employee and Supervisor Training,” Township of Long Beach, January 2019.
- ◆ “Avoiding Harassment & Discrimination Issues,” Institute for Professional Development, New Brunswick, NJ, January 2019.
- ◆ “2018 Legal Update: Employment and Ethics Laws,” Burlington County Clerks’ Assoc., Riverside, NJ, December 2018.
- ◆ “2018 Legal Update: Employment and Ethics Laws,” 2018 New Jersey League of Municipalities Convention, Atlantic City, NJ, November 2018.
- ◆ “2018 Labor & Employment Law Update,” Advanced Learning, Vineland, NJ, November 2018.

- ◆ “2018 Labor & Employment Law Update,” Institute for Professional Development, Neptune, NJ, October 2018.
- ◆ “2018 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, West Deptford, NJ, September 2018.
- ◆ Monthly Dinner Meeting Legal Updates, Human Resources Association of Southern New Jersey, Vineland, NJ, September 2018 through June 2019 Program Year.
- ◆ “New Jersey Paid Sick Leave & Pay Equity Laws,” Human Resources Association of Southern New Jersey, Vineland, NJ, June & July 2018.
- ◆ “2018 Employee, Manager and Supervisor Training –Beach Patrol,” Township of Long Beach, June 2018.
- ◆ “2018 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Vineland, NJ, May 2018.
- ◆ “Employment Practices Training for Supervisors,” Township of Manchester, April & May 2018.
- ◆ “Respect in the Workplace: Harassment & Discrimination Training,” Township of Manchester, April & May 2018.
- ◆ “Privacy Issues in the Workplace,” Institute for Professional Development, Neptune, NJ, April 2018.
- ◆ “Workplace Behavior and Privacy Issues,” National Business Institute, Mount Laurel, NJ, April 2018.
- ◆ “2018 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Eastampton, NJ, March 2018.
- ◆ “Harassment & Discrimination in the Workplace,” Institute for Professional Development, Neptune, NJ, February 2018.
- ◆ “Harassment & Discrimination in the Workplace,” Advanced Learning, Vineland, NJ, February 2018.
- ◆ “Conscientious Employee Protection Act & Select Provisions of the Local Government Ethics Law,” Central Jersey Registrars’ Association, Belmar, NJ, December 2017.
- ◆ “Compliance Issues Involving Accommodations and Medical Leaves,” Training for Department Heads & Supervisors, Township of Manchester, October 2017.

- ◆ “Disciplinary Issues and Documentation,” Training for Department Heads & Supervisors, Township of Manchester, October 2017.
- ◆ Quarterly Legal Update, Ocean County Clerk’s Association, October 2017.
- ◆ “Labor & Employment Law Update,” Primepoint, LLC, Municipal Users Group, Mount Holly, NJ, October 2017.
- ◆ “2017 Labor & Employment Law Update,” National Business Institute, Cherry Hill, NJ, September 2017.
- ◆ “Documentation, Discipline & Discharge,” National Business Institute, Cherry Hill, NJ, September 2017.
- ◆ Monthly Dinner Meeting Legal Updates, Human Resources Association of Southern New Jersey, Vineland, NJ, September 2017 through June 2018 Program Year.
- ◆ “2016-2017 Elected Officials – Government Ethics Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Eastampton, NJ, March 2017.
- ◆ “2017 Employee and Supervisor Training,” Ranch Hope, Inc., Alloway, NJ, March 2017.
- ◆ “2017 Employee and Supervisor Training,” Ocean City Fire Dept., March 2017.
- ◆ “2016-2017 Elected Officials – Government Ethics Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Vineland, NJ, February 2017.
- ◆ Quarterly Legal Update, Ocean County Clerk’s Association, January 2017.
- ◆ “2017 Employee and Supervisor Training,” Borough of West Cape May, January 2017.
- ◆ “Open Public Records Act,” Institute for Professional Development, Newark, NJ, January 2017.
- ◆ “2016-2017 Elected Officials – Government Ethics Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Vineland, NJ, December 2016.
- ◆ “The Interplay Among the FLMA, ADA and Workers Compensation Laws,” National Business Institute, Atlantic City, NJ, December 2016.
- ◆ “Performance Appraisals,” National Business Institute, Atlantic City, NJ, December 2016.
- ◆ “The NLRB *Hates* Your Handbook,” National Business Institute, Atlantic City, NJ, December 2016.
- ◆ “Recent Developments in Federal and State Employment Law,” National Business Institute, Newark, NJ, December, 2016.

- ◆ “Government Ethics: Best Practices for Being a Badnick,” Institute for Professional Development, Neptune, NJ, December 2016.
- ◆ “2016 Fair Labor Standards Act Update: Exemptions and Overtime Issues,” 2016 New Jersey League of Municipalities Convention, Atlantic City, NJ, November 2016.
- ◆ “Local Government Ethics Law Update,” 2016 Fall Mini Conference, Burlington County Municipal Clerks Association, Westampton, NJ, September 2016.
- ◆ Monthly Dinner Meeting Legal Updates, Human Resources Association of Southern New Jersey, Vineland, NJ, September 2016 through June 2017 Program Year.
- ◆ “Interest Arbitration: How to Prepare, Present and Calculate,” 2016 Government Finance Officers Association of New Jersey, Annual Convention, Atlantic City, September 2016.
- ◆ “2016 Employment Law Update,” Institute for Professional Development, East Brunswick, NJ, June 2016.
- ◆ “2016 Employee, Manager and Supervisor Training,” Township of Stafford, June 2016.
- ◆ “2016 Employee, Manager and Supervisor Training –Beach Patrol,” Township of Long Beach, June 2016.
- ◆ “2016 Employee, Manager and Supervisor Training,” Township of Long Beach, June 2016.
- ◆ “2016 Employee Handbooks and Training,” Institute for Professional Development, Neptune, NJ, May 2016.
- ◆ “How to Be An Ethics Villain,” 2016 Tax Collectors and Tax Assessors of New Jersey Annual Convention, Atlantic City, May 2016.
- ◆ “New Jersey Government Ethics and Employment Law Updates,” Burlington County Clerks’ Association, Riverside, NJ, May 2016.
- ◆ “2016 Manager and Supervisor Training,” Township of Long Beach, May 2016.
- ◆ “2016 Hostile Work Environments,” Institute for Professional Development, Totowa, NJ, May 2016.
- ◆ “2016 Employee, Manager and Supervisor Training,” Township of Middle, May 2016.
- ◆ “The New World of Labor Law for Union and Non-Union Employers,” Southern Shore Human Resources Association & the Human Resources Association of Southern New Jersey, Atlantic-Cape Community College, Mays Landing, NJ, April 2016.

- ◆ “2016 Labor Law Update,” Institute for Professional Development, Neptune, NJ, April 2016.
- ◆ “2016 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, West Deptford, NJ, January 2016.
- ◆ “2016 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Wildwood, NJ, January 2016.
- ◆ “2016 Elected Officials Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Vineland, NJ, February 2016.
- ◆ “2016 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Eastampton, NJ, January 2016.
- ◆ Quarterly Legal Update, Ocean County Clerk’s Association, January 2016.
- ◆ “2016 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Vineland, NJ, January 2016.
- ◆ “2016 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Vineland, NJ, January 2016.
- ◆ Monthly Dinner Meeting Legal Updates, Human Resources Association of Southern New Jersey, Vineland, NJ, September 2015 to November 2016 Program Year.
- ◆ Quarterly Legal Update, Burlington County Clerk’s Association, October 2015.
- ◆ “Local Government Ethics Law,” Saul A. Wittes Foundation Educational Seminar, New Jersey Tax Collectors, Assessors & CFOs Association, Eatontown, NJ, October 2015.
- ◆ “Criminal History and Background Checks,” participating presenter, MeSH, Inc., Webinar, September 2015.
- ◆ “Human Resource Law From Start to Finish,” authored and presented sections on “Documentation, Discipline & Discharge” and “Workplace Behavior and Privacy Issues,” National Business Institute, Cherry Hill, NJ, September 2015.
- ◆ “Human Resource Law From Start to Finish,” authored and presented sections on “Documentation, Discipline & Discharge” and “Workplace Behavior and Privacy Issues,” National Business Institute, Atlantic City, NJ, September 2015.
- ◆ “Pre and Post Disciplinary Termination Considerations,” Institute for Professional Development, New Brunswick, NJ, August 2015.

- ◆ “Hot Topics in Employment Law,” Long Beach Island Chamber of Commerce, Beach Haven, NJ, June 2015.
- ◆ Monthly Dinner Meeting Legal Updates, Human Resources Association of Southern New Jersey, Vineland, NJ, September 2014 through June 2015 Program Year.
- ◆ “Effective Supervision,” Institute for Professional Development, Neptune, NJ, June 2015.
- ◆ “Open Public Records Act,” Institute for Professional Development, New Brunswick, NJ, June 2015.
- ◆ “Local Government Ethics Law in Context,” 2015 Conference, Municipal Clerks Association of New Jersey, Atlantic City, NJ, April 2015.
- ◆ Quarterly Legal Update, Ocean County Clerk’s Association, April 2015.
- ◆ “Employee & Supervisor and Management Training,” City of Bordentown and Bordentown Sewerage Authority, April 2015.
- ◆ “Avoiding Hostile Environment Claims and Related Issues,” Institute for Professional Development, New Brunswick, NJ, April 2015.
- ◆ “Local Government Ethics Law in Context,” 2015 Spring Mini Conference, GFOA, East Rutherford, NJ, March 2015.
- ◆ “Workplace and Sexual Harassment,” Institute for Professional Development, Neptune, NJ, March 2015.
- ◆ “2015 Elected Officials Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Eastampton, NJ, March 2015.
- ◆ “Wage and Hour Payroll Mistakes,” Primepoint, LLC, Municipal Users Group, Mount Holly, NJ, March 2015.
- ◆ “Government Ethics in the 21st Century,” Institute for Professional Development, Neptune, NJ, December 2014,
- ◆ “Leave Law Entitlements,” Institute for Professional Development, Neptune, NJ, December 2014,
- ◆ “Interplay between the New Jersey Government Ethics & State Employment Laws,” 2014 Convention, New Jersey League of Municipalities, Atlantic City, NJ, November 2014.
- ◆ “Chapter 78 Compliance in Unionized Environments - Legal Spotlight,” Primepoint, LLC, Mount Holly, NJ, November 2014.

- ◆ “2014 Elected Officials Training: Ethics in Context,” Atlantic County Joint Insurance Fund, November 2014.
- ◆ “October 2014 Quarterly Legal Update,” Ocean County Clerks' Association.
- ◆ “Employment Law: 2014 Comprehensive Guide,” Record Retention & Medical Leave Sections, National Business Institute, Cherry Hill, October 2014.
- ◆ “Employment Law: 2014 Comprehensive Guide,” Record Retention, National Business Institute, Atlantic City, October 2014.
- ◆ “Employee Absences - Employer Headaches,” Institute for Professional Development, New Brunswick, NJ, October 2014.
- ◆ “Local Government Ethics Law in Context,” 2014 Fall Mini Conference, Burlington County Municipal Clerks Association, Westampton, NJ, September 2014.
- ◆ “Workplace Monitoring & ‘BYOD’ Issues,” Ocean and Monmouth County Tax Assessors, Tax Collectors and Certified Financial Officers' Association, Linwood, NJ, September 2014.
- ◆ Monthly Dinner Meeting Legal Updates, Human Resources Association of Southern New Jersey, Vineland, NJ, September 2014 through June 2015 Program Year.
- ◆ “Chapter 78 Compliance in Unionized Environments - Legal Spotlight,” presented in conjunction with Hardenbergh Insurance Group and Colonial Life Insurance, Mount Laurel, NJ, September 2014.
- ◆ “Medical and Other Leaves of Absence under Federal Labor Laws,” Northeast Regional Tax Collector’s and Treasurer’s Association Annual Conference, Bushkill, Pocono Mountains, Pennsylvania, September 2014.
- ◆ “2014 Manager and Supervisor Training,” Township of Middle, July 2014.
- ◆ “Keeping New Jersey Employers ‘SAFE:’ A Comprehensive Leave Law Program,” Ocean County Clerk’s Association, Waretown, NJ, June 2014.
- ◆ "2014 Beach Patrol, Supervisor and Employee Training Sessions," Township of Long Beach, June & July 2014.
- ◆ “New Jersey’s ‘Best Practices’ Inventory Requirements Meets Employer-Employee Relations,” 2014 Tax Collectors and Tax Assessors of New Jersey Annual Convention, Atlantic City, May 2014.
- ◆ “Monitoring Workplace Behavior and Electronic Devices in the Workplace,” Institute for Professional Development, New Brunswick, NJ, May 2014.

- ◆ “TriState SAFE Act Program,” Tristate Human Resource Management Association, Mount Holly, NJ, April 2014.
- ◆ “Keeping New Jersey Employers ‘SAFE:’ A Comprehensive Leave Law Program,” Southern Shore Human Resources Association & the Human Resources Association of Southern New Jersey, Atlantic-Cape Community College, Mays Landing, NJ, March 2014.
- ◆ “2014 Elected Officials Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Eastampton, NJ, March 2014.
- ◆ Monthly Dinner Meeting Legal Updates, Human Resources Association of Southern New Jersey, Vineland, NJ, September 2013 through June 2014 Program Year.
- ◆ “Employee & Supervisor and Management Training,” Carneys Point Township, March 2014.
- ◆ “2014 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Margate, NJ, March 2014.
- ◆ “2014 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Wildwood, NJ, March 2014.
- ◆ January 2014 Quarterly Legal Update, Ocean County Clerks' Association.
- ◆ “2014 Elected Officials Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, January 2014.
- ◆ “2014 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, January 2014.
- ◆ “2013 Elected Officials Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, December 2013.
- ◆ “2013 Manager and Supervisor Training,” Atlantic County, TRICO and Burlco Joint Insurance Funds, Vineland, November 7 & 14, 2013.
- ◆ “An Overview of the New Jersey Safe Act,” Human Resources Association of Southern New Jersey, October 2013.
- ◆ “Human Resources Law: What You Need to Know Now,” National Business Institute, Cherry Hill, August 2013.
- ◆ “Medical Leaves and Policy Issues,” TRICO Joint Insurance Fund Retreat, July 2013.
- ◆ "2013 Supervisor and Employee Training Sessions," Township of Long Beach.

- ◆ "Local Government Ethics," Ocean and Monmouth County Tax Assessors, Tax Collectors and Certified Financial Officers' Association, March 2013.
- ◆ "Local Government Ethics Law," Ocean County Clerks' Association, April 2012.
- ◆ "Employee Medical Accommodations and Leaves; A Human Resources Update," New Jersey Self Insureds Association, May 2012.
- ◆ "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, March 2010.
- ◆ "2009 Employee Medical and Family Leave Issues," co-hosted by Innovative Benefit Planning, QualMed Evaluations, Inc., and Southern Shore Human Resources, October 2009.
- ◆ "Supervisor and Management Training," in-service for client, Township of Medford, October 2009.
- ◆ "Supervisor and Management Training," in-service for client, City of Englewood, October 2009.
- ◆ "Supervisor and Non-Supervisor Training in Hostile Work Environment Issues," Beach Patrol and Lifeguards, June 2009.
- ◆ "2009 Employee Medical and Leave Issues," New Jersey Self Insured Association, May 2009.
- ◆ "Supervisor and Management Training," Borough of Woodstown, May 2009.
- ◆ "Discrimination and Hostile Work Environmental Claims," GSMJIF, March 2009.
- ◆ "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, February 2009.
- ◆ "2009 Employee Medical and Family Leave Issues," co-hosted with HRA of Southern New Jersey, Innovative Benefit Planning and Burlington Medical Center, February 2009.
- ◆ "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, October 2008.
- ◆ "2008 Employee Medical and Family Leave Issues," co-hosted with Innovative Benefit Planning, Inc.
- ◆ "Employment Issues," New Jersey Division on Civil Rights, June 2008.
- ◆ "CEPA Issues - Hidden Danger: Whistleblower Complaints," Tax Collectors & Treasurers Association, May 2008.

- ◆ "Employment Issues," New Jersey Division on Civil Rights, April 2008.
- ◆ "A Hidden Danger: Employee Whistleblower Complaints," Tax Collectors & Treasurers Association, April 2008.
- ◆ "Supervisor and Management Training," in-service for client, Township of Maple Shade, April 2008.
- ◆ "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, February 2008.

PUBLICATIONS

- ◆ "Workplace Behavior and Privacy Issues," National Business Institute, April 2018.
- ◆ "2017 Labor & Employment Law Update," National Business Institute, September 2017.
- ◆ "Documentation, Discipline & Discharge," National Business Institute, September 2017.
- ◆ "The Interplay Among the FLMA, ADA and Workers Compensation Laws," National Business Institute, December 2016.
- ◆ "Performance Appraisals," National Business Institute, December 2016.
- ◆ "The NLRB *Hates* Your Handbook," National Business Institute, December 2016.
- ◆ "2016 Recent Developments in Federal and State Employment Law," National Business Institute, December, 2016.
- ◆ "Documentation, Discipline & Discharge," National Business Institute, September 2015.
- ◆ "Workplace Behavior and Privacy Issues," National Business Institute, September 2015.
- ◆ "Employment Law: 2014 Comprehensive Guide," authored Record Retention & Medical Leave Sections, National Business Institute, October 2014.
- ◆ "A Guide to the New Jersey SAFE Act, FMLA and NJ-FLA," April 2014.
- ◆ "Retaliation Claims: A Significant Area of Employee Lawsuits," Burlington County Woman, May/June 2007.
- ◆ "Time to Revamp Your Policies and Update Your Training." Legal Alert, March 2007.
- ◆ "Domestic Partnership Act Compliance: The Employer's 8 Point Action Plan," Mealey's Litigation Report Employment Law, August 2004.
- ◆ "Establishing and Implementing A Mandatory Arbitration Program for Non-Union

Employees," Employment Law Report, February 2002.

- ◆ "Appellate Court Finds Transsexualism Protected by State Law," Legal Alert, July 2001.
- ◆ "Federal Agency Introduces Non-Union Employers to Their 'New Employee': Weingarten," Human Resource Association of Southern New Jersey Meeting Notes, November 2000.
- ◆ "A Review of Recent Developments Under CEPA," Legal Alert, September 2000.
- ◆ "'Net' Loss: Employer Liability for Virtual Workplace Communities and Beyond," Legal Alert, co-authored with Bruce L. Harrison, Esq., June 2000.
- ◆ "Employer Liability for Punitive Damages: Wiping Away the Tiers of Upper Management," Legal Alert, March 2000.