

## **ARMANDO V. RICCIO, ESQ.**

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609.634.2784

### **AREA OF FOCUS**

*Labor and Employment Law.* For over two decades, Mr. Riccio has concentrated his practice in the area of public and private sectors 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.

He is also experienced in the following areas of employment law:

- ◆ discipline and termination issues
- ◆ 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
- ◆ 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
- ◆ 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  
EXTERN, 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 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
- ◆ 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)*
- ◆ 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**

- ◆ “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.
- ◆ “2016 Labor and Employment Law Update,” 2016 Fall Mini Conference, Burlington County Municipal Clerks Association, Westampton, NJ, September 2016.
- ◆ “Interest Arbitration: How to Prepare, Present and Calculate,” 2016 Government Finance Officers Association of New Jersey, Annual Convention, Atlantic City, September 2016.
- ◆ “2016 Employee Handbooks and Training,” Institute for Professional Development, Neptune, NJ, May 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.
- ◆ “How to Be An Ethics Villain,” 2016 Tax Collectors and Tax Assessors of New Jersey Annual Convention, Atlantic City, 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 21<sup>st</sup> 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**

- ◆ "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.