

# Labor and Employment

## Members

- Matthew M. Collins
- Anthony M. Rainone
- Charles X. Gormally
- Thomas Kamvosoulis
- Eric Magnelli
- Jay Sabin
- Michael A. Spizzuco, Jr.

## Counsel

- Autumn M. McCourt
- Lauren Adornetto Woods

## Associates

- Ashley L. Matias
- Jalen D. Porter
- Lauren Adornetto Woods

Matthew M. Collins, Co-Chair  
Anthony M. Rainone, Co-Chair

**There are dozens of federal labor and employment laws and each state has its own labor and employment laws as well.**

All in, there are hundreds of labor and employment regulations that exist and no company and no employee can be expected to know the ins-and-outs of each of them. The Labor and Employment Practice at Brach Eichler knows these laws and regulations and can guide you – whether an employer or employee – through the maze of rules that apply to the workplace, and that guidance is provided to you accurately and clearly, without being mired in legalese.

---

## Statutory Knowledge and Experience

Our Labor and Employment Practice has experience with and knowledge of the majority of labor and employment laws including, but not limited to:

- Age Discrimination In Employment Act (ADEA)
- Americans with Disabilities Act (ADA)
- Child Labor Law
- COBRA laws, federal and state
- Computer Fraud and Abuse Act

- Computer Related Offenses Act
- Conscientious Employee Protection Act (CEPA)
- Construction Industry Contractor Classification Act
- Construction Industry Fair Play Act
- Domestic Workers Bill of Rights
- Employee Polygraph Protection Act
- Employee Retirement Income Security Act (ERISA)
- Employment and Personnel Services Act
- Fair Credit Reporting Act
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Family Leave Act (FLA)
- Genetic Information Non-Discrimination Act (GINA)
- Immigration and Naturalization Act
- Jury Duty Protection Act
- Labor Management Relations Act (LMRA)
- Labor Management Relations Disclosure Act
- Law Against Discrimination (LAD)
- National Labor Relations Act (NLRA)
- New York Labor Law
- New York State and City Human Rights Laws
- Occupational Safety and Health Act (OSHA)
- Overtime Restrictions for Health Care Facilities Act
- Paid Family Leave Act (PFLA)
- Pregnancy Discrimination Act (PDA)
- Prevailing Wage Act
- Rehabilitation Act
- Sales Representative Act
- Sales Representatives Rights Act
- Security and Financial Empowerment Act (SAFE)
- Servicemembers Civil Relief Act
- Temporary Disability Insurance Law
- Title VII of Civil Rights Act of 1964 (Title VII)
- Trade Secrets Act
- Unemployment Compensation Law
- Uniformed Services Employment and Reemployment Rights Act (USERRA)

- Wage and Hour Law
- Wage Garnishment Law
- Wage Payment Law
- Wage Theft Prevention Act
- Worker Adjustment and Retraining Notification (WARN) laws
- Workmen's Compensation Law

---

## Employers

Our Labor and Employment attorneys know what companies need in their labor and employment counsel: timely, reliable, and practical advice dealing with every aspect from workplace policies in general, to specific employee disputes and issues, internal investigations, government investigations, administrative proceedings, and litigation. Given the number of statutes and regulations that apply to the employer-employee relationship, no company can operate without competent labor and employment counsel. There is virtually no situation outside of this group's experience and capabilities. Our attorneys provide employers with answers and solutions – instead of never-ending questions and “what ifs.”

Our attorneys provide counsel in the areas of:

- Counseling and compliance services
- Employee benefits and qualified plans
- Administration and management of qualified retirement plans
- Regulatory investigations and hearings
- Litigation and alternative dispute resolution

[Contact our Labor and Employment Practice to schedule a consultation.](#)

---

## Insights

*Alerts - January 7, 2025*

**Job Applicants Have No Right to Sue Under New Jersey's Adult-Use Cannabis Law**

*Newsletters - December 6, 2024*

**What Employers Need to Know About New Jersey's Pay Transparency Law**

*B|E in the News - December 4, 2024*

**New Associates Yearbook 2024**

*Events - November 7, 2024*

**HHS Section 1557 Final Rule: Nondiscrimination in Health Programs and Activities (Webinar)**

*Awards - November 7, 2024*

**Brach Eichler LLC Receives Top Ranking by Best Law Firms® in 2025**

*Alerts - October 28, 2024*

---

**Attention Employers: Seek Legal Guidance before Testing Employees for Cannabis Use**

[B|E in the News](#) - *October 23, 2024*

**Gig Worker Test's Legal Challenges Undercut by Standing Ruling**

---

[Videos & Podcasts](#) - *October 2, 2024*

**WRNJ Radio Non-Compete Discussion with Bert Baron and Jay Sabin, Esq.**

---

[Events](#) - *September 11, 2024*

**Navigating Pregnancy Discrimination: Legal Obligations and Best Practices**

---

[B|E in the News](#) - *August 26, 2024*

**US Gig Worker Rule Defense Argues Lack of Harm to Challengers**

---