



Partner  
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(856) 616-2614

**Haddonfield, NJ**

**Practice Areas**

Health Care  
Labor & Employment Law  
Trade Secret Protection and Non-Compete  
Workplace Training Resources  
Cannabis Law

**Admitted**

New Jersey  
Pennsylvania  
United States Court of Appeals for the Third  
Circuit

**Education**

Rutgers Law School, J.D., with high honors,  
1999  
Fairfield University, B.A., Political Science, 1993

Douglas Diaz concentrates his practice in labor and employment law matters where he listens to clients to resolve their issues and disputes consistent with their goals. Doug is an experienced litigator who has successfully defended employers in both state and federal courts, as well as before administrative agencies such as the New Jersey Division on Civil Rights, the Pennsylvania Human Relations Commission and the EEOC. He routinely defends against a variety of employment-related claims such as those pertaining to discrimination, retaliation, wrongful discharge, restrictive covenants and wage and hour issues. He has also worked with clients in a variety of industries such as healthcare, transportation, insurance, banking, technology, and construction.

In addition to his litigation practice, Doug counsels clients with respect to numerous employment and labor laws such as the Family and Medical Leave Act, the Americans with Disabilities Act, the Fair Labor Standards Act, and the National Labor Relations Act. He also advises Human Resources and other managers on a variety of employment issues such as employment agreements, employee handbooks, confidentiality agreements, employee discipline, and provides both manager and employee training such as anti-harassment training.

Doug also practices traditional labor law where he defends employers against unfair labor practice charges, represents them during collective bargaining negotiations and labor arbitrations, and directs them through picketing and strike activity, as well as union organizational campaigns. He has experience with representing employers with respect to a variety of unions, such as the Sheet Metal Workers, International Brotherhood of Electrical Workers, United Steel Workers, and the Teamsters.

In addition to his legal practice, Mr. Diaz has also served as Vice President for the Board of Directors of the Hispanic Family Center of Southern New Jersey, which provides a variety of health and other social services to individuals and families in need.

**Representative Experience**

- Successfully petitioned state court for recovery of an employer’s legal fees and costs for defending against frivolous litigation.
- Obtained injunctive relief from federal court against employee who had misappropriated confidential company information.
- Served as co-counsel in Heffner v. Septa in securing a jury defense verdict in an age discrimination trial.

- Obtained a dismissal of a sexual harassment complaint at the pleading stage on behalf of a national trucking company.
- Obtained summary judgment on a whistle blowing claim on behalf of a producer of products and services for the air traffic industry.
- Successfully resolved several discrimination matters on behalf of a real estate investment trust that operates apartment communities.
- Obtained dismissal of a high profile hostile work environment claim on behalf of a township.
- Obtained an arbitration award on behalf of a hospice in a contract dispute as well as reimbursement of all of the client's legal fees.
- Obtained a labor arbitration award in favor of a local Transit Corporation which denied a union grievance alleging a suspension without just cause.
- Obtained a judgment in a bench trial on behalf of a laboratory testing company in an employee commission dispute.

### **Professional and Community Involvement**

- Hispanic Family Center, Camden, NJ (Marketing & Fundraising Committee Member)
- Tri-State Human Resource Management Association
- Chamber of Commerce of Southern New Jersey
- New Jersey State Bar Association, Labor & Employment Section
- Pennsylvania Bar Association, Labor & Employment Section
- Hispanic Bar Association of New Jersey

### **Articles and Presentations**

- "Marijuana and the Workplace," Medford Business Association (2019)
- "Top Ten Issues for Employee Handbooks," Southern New Jersey Chamber of Commerce (2019)
- "Changes at the NLRB," Southern New Jersey Chamber of Commerce (2018)
- "Managing Social Media Use in the Workplace," The Greater Valley Forge Human Resource Association (May 2017)
- ["Should You Hire That Great Applicant with the Non-Compete,"](#) Chamber of Commerce of Southern New Jersey Newsletter (January 2017)
- "Managing Social Media Use in the Workplace," TriState HRMA Legal Symposium (2016)
- "Top Ten Pitfalls Under Wage & Hour Laws," Archer Labor & Employment Law Seminar (2016)
- "Hiring & Firing: Secrets to Reduce Liability," New Jersey Business & Industry Association (2016)
- "Protecting Confidential Company Information," Archer Labor & Employment Law Seminar (2015)
- "Evaluating, Disciplining, and Terminating Employees," HR for CPA's Wells Fargo Advisors Seminar (2015)
- "Managing Social Media Use in the Workplace," HR for CPA's Wells Fargo Advisors Seminar (2015)

- "Prevailing Wage Law in New Jersey: What You Need to Know," Construction Financial Management Association (2015)
- "Employee Recruiting, Interviewing, and Hiring: Do's and Don'ts," Southern New Jersey Chamber of Commerce (February 2012)
- "Malingering Employees and Leaves of Absence," Southern New Jersey Chamber of Commerce (June 2011)
- "[The abc's of Classifying an Independent Contractor](#)," *Limousine Digest* (September 2010)
- "Terminations in a Troubled Economy," Archer Labor & Employment Law Seminar (2009)
- "Legal Issues with Employee Emails, Texting, and Social Networking," New Jersey Society of Certified Public Accountants (2009)
- "Builder Beware: Avoid Bait and Switch on Union Job Contracts," *Dimensions*, New Jersey Builders Association (March 2009)