



Associate

mobrien@archerlaw.com

(856) 354-3060

Haddonfield, NJ

Practice Areas

Labor & Employment Law

Admitted

New Jersey

Education

New York Law School, J.D., *cum laude*, 2019

The Pennsylvania State University, B.A., Political
Science, B.A., Psychology, 2016

Meghan is a member of Archer's Labor & Employment Practice Group where she advises and represents employers in a broad range of matters from daily counseling through litigation. Meghan provides employment advice and counsel to employers on issues such as employee discipline and termination, reasonable accommodations, leave entitlements, wage and hour issues, and human resource policies and handbooks.

Meghan conducts anti-harassment, discrimination and retaliation training for employees at all levels and trains managers, human resource professionals and compliance officers on conducting lawful and effective workplace investigations. Meghan often conducts internal employment investigations on behalf of clients, makes recommendations, and prepares employer responses to administrative charges, including charges before the Equal Employment Opportunity Commission and Pennsylvania Human Relations Commission.

Meghan assists in defending employers in a broad range of employment matters before state and federal courts, including wrongful terminations, retaliation, harassment, discrimination, failure to accommodate, and wage and hour concerns. Meghan has handled cases alleging violations of Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA), New Jersey Law Against Discrimination (NJLAD), the New Jersey Conscientious Employee Protection Act (CEPA), the New Jersey Wage Payment Law, the New Jersey Wage Theft Act, the New Jersey Family Leave Act (NJFLA), the Pennsylvania Human Relations Act (PHRA), and the Pennsylvania Whistleblower Law.

Before joining Archer, Meghan received her law degree from New York Law School, where she was a member of the New York Law School Law Review and the Securities Arbitration Clinic. During law school, Meghan served as a judicial extern in the New York State Supreme Court and worked in the mediation unit of the Equal Employment Opportunity Commission, where she gained considerable experience about the court and agency systems.

Meghan represented her school in the 2019 International Chambers of Commerce Mediation Competition in Paris, France. She has a Certificate in alternative dispute resolution and remains committed to the field of conflict avoidance, management and resolution.

Representative Experience

- Assisted in obtaining dismissal of supervisor in case alleging whistleblower retaliation; affirmed on appeal.
- Assisted in obtaining dismissal of claim under the New Jersey Wage Payment Law.

Professional and Community Involvement

- Member, The Sidney Reitman Employment Law Inn of Court

Awards and Recognition

- Dean's Leadership Council, New York Law School (2016-2019)

Articles and Presentations

- Author, "Drug Testing in Era of Legalized Cannabis: Do's and Don'ts for Employers," ROI-NJ (2021)
- Speaker, "Preparing for the Next Chapter of COVID-19 Legal Guidance as Workplaces Reopen," Tri-State HRMA (2021)
- Speaker, "Preparing for the Next Chapter of COVID-19: Legal Guidance for Uncertain Times," Chamber of Commerce Southern New Jersey (2021)
- Speaker, "An Annual Employment Law Update: HR Bootcamp Series, LGBTQ Rights in the Workplace," Chamber of Commerce Southern New Jersey (2020)
- Speaker, "COVID-19 Update: Leave, Litigation & Lingered Risks," National Business Institute (2020)
- Speaker, "New Jersey & Federal Developments; Handbook Checkup," National Business Institute (2020)
- Speaker, "Top Reasonable Accommodations Mistakes HR Pros Make," National Business Institute (2020)