

Nick J. Repici

Partner

Labor & Employment

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Overview

Nick has more than 20 years of experience representing and advising public and private sector employers in all aspects of labor and employment law, ranging from day-to-day workplace counseling to complex litigation and labor relations matters.

Nick represents employers ranging from start-ups to Fortune 500 companies in employment litigation before state and federal courts and in proceedings before the Equal Employment Opportunity Commission, the New Jersey Division on Civil Rights, the New Jersey Public Employment Relations Commission, and other federal, state, and local agencies. His experience includes defending claims involving discrimination, harassment, hostile work environment, wrongful termination, retaliation, whistleblower allegations, and wage and hour violations, as well as restrictive covenant and trade secret disputes.

Beyond his litigation practice, Nick regularly counsels employers on a wide range of workplace issues, including employee discipline and termination, leave entitlements, wage and hour compliance, workplace policies and procedures, and other matters affecting the employment relationship. He takes a proactive approach, helping clients identify potential issues early and make informed decisions that support their goals.

Nick also practices traditional labor law, representing public and private sector employers in collective bargaining negotiations, grievance arbitrations, and unfair labor practice proceedings. He has served as labor counsel, general counsel, and special litigation counsel to numerous municipalities, counties, authorities, school boards, and other public entities throughout New Jersey and Pennsylvania, advising them on labor agreements, employee relations, disciplinary matters, and the statutory and regulatory requirements unique to the public sector.

In addition, Nick has substantial experience representing public school districts and charter schools in a variety of labor, employment, and education law matters, including tenure dismissals, employee discipline, non-renewals, and issues arising under the New Jersey School Ethics Act, Public School Contracts Law, Open Public Meetings Act, and Open Public Records Act.

Clients value Nick's practical, thoughtful approach and his ability to understand the challenges they face from both a legal and a business perspective. He works closely with clients to learn their operations, workplace dynamics, and objectives, and he takes the time to listen, communicate clearly, and explain available options so that clients can make confident, well-informed decisions. Whether navigating a sensitive workplace issue, addressing a labor-management dispute, or defending against an employment claim, Nick is committed to providing responsive counsel and developing efficient solutions that advance his clients' interests.

Prior to joining Archer, Nick chaired the Labor, Employment and HR Law Practice Group at Lenox Law Firm in Lawrenceville, New Jersey. Following law school, he served as a law clerk to the Honorable Diane Pincus, J.S.C., of the Superior Court of New Jersey, Middlesex Vicinage.

Professional and Community Involvement

- Appointed to serve two consecutive four-year terms on the New Jersey Supreme Court District VII Fee Arbitration Committee by Supreme Court appointment. (2021 - 2029)
- Member, Moorestown Zoning Board of Adjustments (2022- 2024)

Recognitions

- Named to New Jersey Super Lawyers list for Employment & Labor (2022, 2023)
- Named to New Jersey Super Lawyers Rising Stars list for Employment & Labor (2014-2016)

Credentials

Education

- Seton Hall University School of Law, JD
- Stockton University, BA

Admissions

- New Jersey
- Pennsylvania
- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of Pennsylvania

- U.S. Court of Appeals for the Third Circuit

Offices

- Voorhees, NJ

Areas of Focus

Practice

- Labor & Employment

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