



Peter L. Frattarelli

Partner

Labor & Employment



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Overview

As Chair of Archer's Labor & Employment Group, Peter is known for his tireless advocacy on behalf of his clients. Representing management and employers in labor and employment litigation and proceedings, he takes on his clients' needs and causes as if they were his own and dedicates himself to their goals and desired outcome. A tenacious litigator, Peter has extensive experience defending employers and individuals against harassment and discrimination lawsuits, including claims for race, gender, sex, disability, national origin and age discrimination.

In all cases, Peter puts his clients first, solving problems and removing obstacles so they can accomplish their objectives. His management defense experience has been in a wide variety of contexts, including unlawful discipline, wrongful termination, and retaliation and "whistleblower" claims. He has wide-ranging experience defending employers against claims of failure to accommodate the needs of disabled persons, as well as several cases that sought to extend the disability protection laws against employers and places of public accommodation.

Peter welcomes the opportunity to face and resolve conflicts. With an extensive labor law background, he represents and provides advice to employers on matters ranging from day-to-day wage and salary issues to actions and proceedings involving labor organizations. This includes the defense and prosecution of unfair labor practice charges before the National Labor Relations Board, as well as representing employers involved in union election campaigns. He has also successfully represented employers in proceedings in state and federal court seeking to enjoin union picketing. In addition, Peter defends individual employee grievances filed before neutral arbitration panels. He also has negotiated for, and counseled, management during union collective bargaining agreements for private and public sector employers.

An essential element of Peter's practice is service that goes beyond litigating a case. He is committed to keeping his clients fully informed and creating a roadmap for their future success. Clients look to Peter to help them anticipate issues before they arise. One way he does this is to conduct harassment and discrimination training for employers across the country.

Peter is a national lecturer and author. Over the years, he has spoken at dozens of seminars on myriad of labor and employment topics for a variety of professional organizations, including the National Business Institute, Sterling Education Services, and Lorman Education Services.

Representative Experience

- Received defense verdict in New Jersey state court for employer and owner in disability harassment and discrimination case against medical practice.
- Received defense verdict in federal court for District of New Jersey in whistleblowing case brought by employee of energy subsidiary of Fortune 500 electrical and energy utility company.
- Received defense jury verdict in New Jersey state court in three-week whistleblower case filed against Fortune 500 laboratory testing company.
- Received defense jury verdict in New Jersey state court in race discrimination case against Fortune 500 utility company.
- Currently Solicitor for fire district in New Jersey, a local governmental body, providing labor and corporate advice.
- Received favorable and novel reported decision from New Jersey Federal District Court interpreting provisions of a Federal law offering long term care insurance to employees and retirees, which rejected a retiree's claim that the Federal law violated disability discrimination laws Currently Labor Counsel for electrical contracting organization of union contractors for Southern New Jersey.
- Received favorable and novel reported decision from New Jersey Federal District Court upholding protections of attorney-client privilege in employer in-house investigation of discrimination complaints Received favorable decision from New Jersey Federal District Court dismissing age and disability discrimination claims of former employees involving comments not previously addressed by the Federal Courts in the applicable Circuit.
- Received favorable decision from New Jersey Federal District Court dismissing reverse race discrimination and family leave claims asserted against Fortune 500 company.
- Represented a multi-state chemical company in binding commercial arbitration arising out of the sale of chemical plants and the alleged breach for the failure to provide several promised chemical supply contracts. Assisted client in receiving arbitration award in excess of \$10,000,000 following weeks of hearings.*



**Results may vary depending on your particular facts and legal circumstances.*

Professional and Community Involvement

- New Jersey State Bar Association (including Executive Committee position with Labor and Employment Law Section)
- Delaware State Bar Association
- American Bar Association
- Camden County Bar Association
- Barrister and Treasurer, Sidney Reitman Labor and Employment Law Inns of Court
- Justinian Society (Italian-American attorneys' organization)
- Board Member, Societa da Vinci (Wilmington, DE), Italian-American philanthropic group
- Coordinator, Camden County High School Mock Trial Competition
- President of the Board of Directors, Habitat for Humanity, South Central New Jersey Chapter
- Adjunct Professor, Rowan University, Legal Aspects of Human Resources (2017-present)

Select Articles

- *"Pennsylvania Federal Court is Latest Court Refusing To Halt FTC's Non-Compete Ban," Archer Client Advisory (August 2023)*
- *"NLRB Signals Intent to Invalidate Many Employee Non-Compete Agreements," Archer Client Advisory (June 2023)*
- *"A Five-Figure Paycheck and Six-Figure Annual Compensation is Not Enough to Avoid the FLSA's Overtime Requirements," Archer Client Advisory (2022)*
- *"Delaware Court Latest to Point the Twitter Finger: Tweets Can Constitute Actionable Expressions of Fact," MediaLawLetter (January 2022)*
- *"New Jersey Passes Law to Eventually Increase Minimum Wage to \$15 Per Hour," Chamber of Commerce of Southern New Jersey Newsletter (2019)*

Select Speaking Engagements and Seminars

- "Drug Testing by Employers," South Jersey Chamber of Commerce (May 2025)
- "HR Bootcamp Presentation," Archer & Greiner P.C. and the Commerce & Industry Association of New Jersey (March 2025)



- “Annual HR Bootcamp Presentation,” South Jersey Chamber of Commerce (2011-2023)
- “New Jersey Employment Law Update,” South Jersey Chamber of Commerce HR Council (May 2019; June 2018)
- “Crystal Ball on Wage and Hour Laws,” NJ Business and Industry Association (April 2019)
- “Pre-Employment Background Screening: FCRA, EEOC, Ban- the-Box, State and Local Law Compliance” (February 2018)
- “American Arbitration Association and the National Academy of Arbitrators Mid-Atlantic Region, Meet the Advocates” (February 2018)
- “Sexual Harassment in the Workplace,” NJBIZ Panel Discussion (January 2018)
- “Pre-Employment Screening,” Strafford Seminars, (February 2018)
- “Using Employment Torts Tactically,” NJICLE (December 2017)

In the News

- “Lawyers Weigh ‘Right to Disconnect’ During Remote Work,” ALM.COM (December 2024)
- “**Harassment and Discrimination in the Workplace**,” *New Jersey Business Magazine* (December 2024)
- “Unanswered Questions on Remote Work Complicate NJ Wage Transparency Law, Litigators Say,” *New Jersey Law Journal* (December 2024)
- “Evidence Against Fox News in Del. Case May Support Strongest-Ever Argument for Actual Malice,” *Delaware Law Weekly* (April 2023)
- “**The Paul Vandenberg Show/ NY Governor Andrew Cuomo’s Alleged Sexual Assault Victims Coming Forward**,” *New York Talk Radio* (Part 1, August 21)
- “**The Paul Vandenberg Show/ NY Governor Andrew Cuomo’s Alleged Sexual Assault Victims Coming Forward**,” *New York Talk Radio* (Part 2, August 2021)
- “**9 Answers To Your Most Pressing Unemployment Questions**,” *Forbes* (June 2020)
- “**Back to Work: As South Jersey Looks to Reopen Its Economy, Business Leaders Are Adopting New Norms to Make Sure They Do So Safely and Effectively**,” *South Jersey Biz* (May 2020)
- “Reopening the office: Masks, temperature checks, reluctant workers. Employment lawyers answer your questions,” *Philadelphia Business Journal* (May 2020)
- “**Taking their time: What small businesses need to know about COVID-related paid leave rules**,” *ROI-NJ* (April 2020)
- “How to Talk About Your Mental Illness at Work,” *Health.com* (February 2020)



- “DOL (finally) finalizes overtime rule,” *Human Resource Executive Magazine* (September 2019)
- “What the Proposed Overtime Changes Mean for Employers,” *Human Resource Executive Magazine* (August 2019)
- “NJ’s New Employment Law Regulations,” *New Jersey Business Magazine* (August 2019)
- “Spotlight Unions: How to Play Defense,” *NJBIZ* (August 2019)

Recognitions

- Named to New Jersey “Super Lawyers” list for Employment & Labor (2021 - 2025)

Click [here](#) for methodology.

*No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

Credentials

Education

- Delaware Law School, Widener University, JD, *magna cum laude*
- Drexel University, BS, *Phi Beta Kappa*

Admissions

- Delaware
- New Jersey
- Pennsylvania
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the District of Delaware
- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. Supreme Court

Offices

- Voorhees, NJ
- Wilmington, DE



Areas of Focus

Practice

- Appellate Practice
- Labor & Employment

Industries

- Education

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