



Douglas Diaz

Partner

Labor & Employment



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Overview

Employers turn to Doug when employment and labor issues or disputes arise. A seasoned litigator, Doug has been successfully resolving complex employment and labor law disputes at trial in state and federal courts. He also represents clients before the National Labor Relations Board, Equal Employment Opportunity Commission, Department of Labor, New Jersey Division on Civil Rights, Pennsylvania Human Relations Commission, and other regulators. His practice spans across a variety of industries.

Handling wide-ranging discrimination, retaliation, wrongful discharge, restrictive covenants, wage and hour issues, and other labor and employment claims, Doug excels in early case assessment and swift and efficient dispute resolution. He builds the strongest defense early on, often resolving matters without the need for litigation. However, when unavoidable or in his client's best interests, Doug is always well-prepared for litigation and will zealously defend those whom he represents.

Known for the high quality of his legal representation and attention to detail, Doug's clients appreciate his clear and prompt communication, responsiveness and understanding. Doug enjoys getting to know his clients and their respective businesses. He works hard to ensure that his clients feel heard and their needs are properly met.

Doug regularly counsels clients regarding the often-changing employment and labor laws, including the Family and Medical Leave Act, Americans with Disabilities Act, Fair Labor Standards Act, and the National Labor Relations Act. He offers forward-thinking strategies, helping clients develop policies, best practices, and solutions. He also advises human resources departments 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 in areas such as sexual and workplace harassment and conducting workplace investigations.

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 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.

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

Select Articles

- “Should You Hire That Great Applicant with the Non-Compete,” Archer Client Advisory (November 2016)

Past Speaking Engagements and Seminars

- “Avoiding Legal Minefields When Drafting DEI Programs,” Southern New Jersey Chamber of Commerce (2022)
- “Can Employers Mandate the Covid-19 Vaccine,” New Jersey Business & Industry Association (2021)
- “Remote Workplaces: What are the Rules,” Southern New Jersey Chamber of Commerce (2021)
- “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)
- “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)

In the News

- “The New Cash Crop,” South Jersey Biz (August 2019)

Credentials

Education

- Rutgers University, JD, *High Honors*
- Fairfield University, BA

Bar Admissions

- New Jersey
- Pennsylvania



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

Offices

- Voorhees, NJ

Areas of Focus

Practice

- Cannabis
- Labor & Employment

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