



Meghan N. Hitch

Associate

Labor & Employment



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Overview

Meghan focuses her Labor and Employment practice on helping management-side clients with a broad range of matters—from daily counseling through litigation. Enjoyable to work with, thorough, and dependable, Meghan strives to uncover what her clients really want to do in an employment matter by helping them establish their goals and understand all of their options so they can make the best decision for them and their company. In 2019, she participated in the International Chambers of Commerce Mediation Competition in Paris, France. She earned a Certificate in Alternative Dispute Resolution (ADR) and remains committed to the field of conflict avoidance, management and resolution. This experience with ADR helps inform her approach to assist clients with an emphasis on goal setting and cost-benefit analysis. Meghan guides clients through issues such as employee discipline and termination, reasonable accommodations, leave entitlements, wage and hour issues, and human resource policies and handbooks. Her ultimate objective is to develop a counseling relationship with her clients so that they can avoid employment problems before they begin.

Meghan provides 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. She conducts internal employment investigations on behalf of her clients, makes recommendations to improve personnel management, and prepares employer responses to administrative charges and complaints, including those before the Equal Employment Opportunity Commission, New Jersey Division of Civil Rights, and Pennsylvania Human Relations Commission.

Meghan defends employers in a broad range of employment matters before state and federal courts, as well as administrative agencies, 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, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and state law equivalent statutes.

Before joining Archer, 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.

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

Select Articles

- “Department of Labor’s Final Rule Dramatically Expands the Pool of Employees Eligible for Overtime with Initial Round of Changes Effective on July 1, 2024,” *Archer Client Advisory* (April 2024)
- “A Five-Figure Paycheck and Six-Figure Annual Compensation is Not Enough to Avoid the FLSA’s Overtime Requirements,” *Archer Client Advisory* (February 2022)
- “Temporary Workers’ Bill of Rights Signed into Law,” *Archer Client Advisory* (February 2022)
- “While Courts Often Uphold Arbitration Awards, the Underlying Arbitration Agreement Faces a More Stringent Review When Challenged,” *Archer Client Advisory* (May 2022)
- “Drug Testing in Era of Legalized Cannabis: Do’s and Don’ts for Employers,” *ROI-NJ* (April 2021)

Select Speaking Engagements and Seminars

- “DEI - Alive or Dying” South Jersey Chamber of Commerce (May 2025)
- “Artificial Intelligence in the World of Personnel Management,” Medford Business Association (March 2025)
- “Preparing for the Next Chapter of COVID-19 Legal Guidance as Workplaces Reopen,” Tri-State HRMA (2021)



- “Preparing for the Next Chapter of COVID-19: Legal Guidance for Uncertain Times,” Chamber of Commerce Southern New Jersey (January 2021)
- “An Annual Employment Law Update: HR Bootcamp Series, LGBTQ Rights in the Workplace,” Chamber of Commerce Southern New Jersey (November 2020)
- “COVID-19 Update: Leave, Litigation & Lingering Risks,” National Business Institute (2020)
- “New Jersey & Federal Developments; Handbook Checkup,” National Business Institute (2020)
- “Top Reasonable Accommodations Mistakes HR Pros Make,” National Business Institute (2020)

Recognitions

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

Click [here](#) for methodology.

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

Credentials

Education

- New York Law School, JD, *cum laude*
- Pennsylvania State University, BA

Admissions

- New Jersey

Offices

- Voorhees, NJ

Areas of Focus

Practice

- Labor & Employment

