



Employment Counseling

Overview

The Labor and Employment Group's attorneys work hand in hand with our clients every day to promptly and carefully address the myriad issues that arise within any workforce. Our attorneys assist clients with understanding and properly applying a maze of complex laws, both new and old, such as the federal Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Pregnant Workers Fairness Act (PWFA), the New Jersey Family Leave Act (NJFLA), the Fair Labor Standards Act (FLSA), and the rest of the alphabet soup of other employee protection laws. This proactive approach enables are clients to achieve their goals while also minimizing risk.

An increasingly litigious workforce presents additional and difficult challenges for employers attempting to manage employee relations and especially employee performance issues. The Labor and Employment Group's attorneys guide our clients through this fraught endeavor by providing sound advice as well as assisting in crafting effective communications and other documentation to lay the proper foundation for taking necessary actions while avoiding unnecessary risk.

Our lawyers are often called upon to review employee handbooks and manuals for businesses, from both a legal and human relations standpoint. We work with clients to ensure their HR manual is well-written, clear and concise, and in doing so have it serve as an effective way to minimize the company's exposure to employee lawsuits.

Similarly, we often conduct or assist our client in conducting workplace investigations to ensure that our clients fulfill their legal obligation with respect to promptly and fairly remediating workplace complaints, such as those involving harassment or discrimination.

Our team's advice and counsel incorporate best practices aimed at maximizing the efficiency of operations and promoting a healthy and productive relationship between management and its workforce. Our employment attorneys will also assist clients in staying current with changes in the law and making proactive decisions regarding workplace policy and procedure.

Primary Contacts



David A. Rapuano

Partner

✉ drapuano@archerlaw.com

☎ 856.616.2603

© 2025 Archer & Greiner, P.C. All rights reserved.

