

Employment Counseling

Pragmatic employment counseling, targeted to each client's specific needs, represents a significant portion of Greenbaum's employment practice. Our goal is to serve as a trusted business advisor, providing the guidance and resources required to maintain compliant, productive, and harmonious workplaces. Our team helps clients navigate the complex and ever-changing landscape of New Jersey and federal employment laws, offering sound advice that helps prevent disputes before they arise and minimizes the threat of litigation.

New Jersey has some of the nation's most robust employee protections, requiring employers to stay vigilant about compliance. Our comprehensive employment counseling services are designed to address the full spectrum of both long-range and day-to-day challenges faced by employers in the state. We assist clients in navigating the complex regulatory framework, providing support on compliance best practices and risk management issues including those related to hiring and firing practices, approach to tensions and conflicts in the workplace, worker classification, wage and hour laws, and anti-harassment and anti-discrimination policies and procedures. We advise on employer obligations related to leaves of absence under the New Jersey Family Leave Act, the federal Family and Medical Leave Act (FMLA), and the Americans with Disabilities Act (ADA).

We work closely with our clients to implement proactive measures to avoid potential issues, including drafting clear, legally compliant and well-enforced employee handbooks and policies, training for employees and supervisors on the proper procedures for preventing discrimination and harassment and responding to complaints, and the documenting of all employment decisions related to hiring, promotions, disciplinary actions and termination.

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