



## John M. O'Connor

Member of the Firm

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**JOHN M. O'CONNOR** is a Member of the Firm in the Employment, Labor & Workforce Management practice, in the Newark office of Epstein Becker Green. With more than 25 years of experience as an employment law litigator, he has provided litigation defense and strategies to companies in a variety of industries, including retail, health care, and hospitality.

Mr. O'Connor's practice includes:

- Representing employers and their management in state and federal trial and appellate courts and before administrative agencies, on matters involving claims of discrimination, harassment, retaliation, wrongful discharge, and breach of contract
- Representing employers and their management in class actions and collective actions involving alleged wage and hour law violations, successfully defeating motions for class certification on such claims
- Representing management and fiduciaries with respect to claims asserted under employee benefit programs, including matters arising under ERISA
- Litigating the enforcement restrictive covenants
- Counseling employers on a broad range of day-to-day workplace issues—including, without limitation, hiring, discipline, promotion, and termination decisions—as well as on ADA and other equal employment issues, wage and hour requirements, and COBRA compliance
- Assisting clients in developing and drafting employment policies and procedures, contracts, and handbooks that fit their business needs
- Providing workplace training for employees, managers, and human resources personnel on employee relations issues and laws

Named to the *New Jersey Super Lawyers* list in the area of Employment Litigation: Defense, in 2010 and years thereafter, Mr. O'Connor is a contributor to the *Health Employment And Labor* blog and the *Workforce Bulletin* blog.

## **Education**

- Georgetown University Law Center (J.D., cum laude, 1990)
- Bucknell University (B.A., 1987)
  - Economics and French

## **Court Admissions**

- New York Supreme Court, Appellate Division, 3rd Department
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court, District of New Jersey

## **Bar Admissions**

- New Jersey
- New York

## **Practice Areas**

- ADA and Public Accommodations
- Employment Litigation
- ERISA and Benefit Plan Litigation
- Wage and Hour

## **Industries**

- Retail
- Health Care and Life Sciences Industry
- Hospitality

## **Memberships**

- Essex County Bar Association
- Monmouth Bar Association
- New Jersey State Bar Association

## **Languages**

- French