



Laura A. Stutz

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LAURA A. STUTZ is a Senior Counsel in the Employment, Labor & Workforce Management practice, in the Newark office of Epstein Becker Green.

Ms. Stutz practices law with a focus on employment litigation and counseling on behalf of management. She litigates on behalf of employers in state and federal courts and administrative agencies over numerous employment law matters, including the defense of claims of discrimination, harassment, wrongful discharge, retaliation, whistleblowing, and wage and hour non-compliance. Ms. Stutz also defends and prosecutes claims based upon employee disloyalty, misappropriation of trade secrets, and enforcement of non-competition and non-solicitation agreements.

Ms. Stutz also partners with her clients to achieve their goals in the areas of compliance and litigation avoidance. She provides counsel and advice on an array of employment issues, such as hiring practices, prevention of unlawful workplace harassment, leaves of absence, and terminating employees. Ms. Stutz drafts employment-related contracts, policies, and documents, including: employment agreements; confidentiality, non-competition, and non-solicitation covenants; non-disclosure agreements; and separation agreements. She also conducts internal investigations.

After law school, Ms. Stutz served as a judicial law clerk to the Honorable Richard Newman, Judge of the Appellate Division, Superior Court of New Jersey. Before her clerkship, while pursuing her law degree, she received the Raymond del Tufo, Jr., Constitutional Law Award as well as an award for her pro bono service.

Notable Decisions

EEOC v. Port Authority of NY and NJ, 2012 U.S. Dist. Lexis 69307 (S.D.N.Y. May 16, 2012) (granting motion for dismissal on the pleadings of a class action brought under the Equal Pay Act by the Equal Employment Opportunity Commission), *affirmed*, 768 F.3d 247 (2d Cir. 2014)

Amash v. Home Depot, 503 B.R. 232 (N.D.N.Y. 2013) (granting summary judgment dismissing Fair Labor Standards Act and state statutory law claims because the plaintiff failed to list his claims in a voluntary bankruptcy petition)

Donovan v. Rite Aid of New York, Inc., 2013 U.S. Dist Lexis 168188 (S.D.N.Y. Nov. 14, 2013) (granting summary judgment of misclassification/overtime claims brought under the Fair Labor Standards Act and New York Labor Law and claims for retaliation under New York City Human Rights Law based on the preclusive effect of a court-approved class action settlement agreement)

Arenas v. L'Oreal USA Products, Inc., 790 F. Supp. 2d 230 (D.N.J. 2011) (granting motion for summary judgment dismissing age discrimination claim brought under the New Jersey Law Against Discrimination), *affirmed*, 461 Fed. Appx. 131 (3d Cir. 2012)

Esquire Deposition Services v. Boutot, 2009 U.S. Dist Lexis 52207 (D.N.J. June 19, 2009) (granting application for a preliminary injunction enjoining former employee from engaging in solicitation and competition in violation of an employment and confidentiality agreement)

Education

- Seton Hall University School of Law (J.D., cum laude, 2001)
- Caldwell College (B.A., cum laude, 1996)

Bar Admissions

- New Jersey
- New York

Practice Areas

- Class Actions
- Employment Litigation
- Employment Training, Practices, and Procedures
- Trade Secrets & Employee Mobility

Industries

- Financial Services
- Health Care and Life Sciences Industry
- Retail

Court Admissions

- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of New York
- U.S. District Court, Southern District of New York