



Maxine Neuhauser

Member of the Firm

Newark

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MAXINE NEUHAUSER is a Member of the Firm in the Employment, Labor & Workforce Management and Health Care & Life Sciences practices, in the Newark office of Epstein Becker Green. Her practice focuses on litigation and providing strategic advice and counsel to regional, national, and international corporations, in multiple areas of law, including labor and employment, intellectual property and non-competes, and health. Ms. Neuhauser has represented clients in numerous, diverse industries, including financial services, aviation, managed care, life sciences, and retail. She also represents social service agencies and other nonprofit organizations.

In addition, Ms. Neuhauser serves as a mediator and arbitrator in employment and business disputes. She is a New Jersey Court Rule 1:40 approved mediator and an American Health Lawyers Association Certified mediator and arbitrator.

Ms. Neuhauser's experience includes:

- Representing employers in discrimination and other employment matters, at both the trial and appellate levels, before federal and state courts and administrative bodies
- Providing advice and counsel to employers on employee relations and employment law matters, such as discrimination, harassment, FMLA and state leave laws, wage and hour, wrongful discharge, restrictive covenants, reductions in force, reasonable accommodation, and emerging employment issues, including with respect to the use of recreational and medical marijuana (cannabis)
- Conducting discrimination and harassment investigations
- Drafting policies, handbooks, and employment agreements
- Training
- Representing businesses in commercial litigation
- Representing health care providers and managed care organizations in regulatory and litigation matters
- Health care provider licensing and compliance

- Mediation and arbitration both as a neutral and as an advocate

Ms. Neuhauser was recommended in *The Legal 500 United States* (2016 to 2018) for Workplace and Employment Counseling. She has also been named to the *New Jersey Super Lawyers* list (2005 to 2017) in the areas of Employment & Labor, Employment Litigation: Defense, and Health Care, and was recognized as one of the “Top 50 Women Lawyers in New Jersey” by *New Jersey Super Lawyers Magazine* (2007, 2008). She speaks and publishes frequently on a variety of employment and litigation topics and has been quoted in leading publications, including the *Wall Street Journal*.

Prior to joining the firm in 1987, Ms. Neuhauser was a New Jersey Superior Court - Appellate Division law clerk to the Hon. Theodore H. Botter, P.J.A.D. and thereafter served as a Deputy Attorney General for the State of New Jersey, where she counseled, litigated, and handled appeals on behalf of regulatory boards and agencies.

Among her many charitable and community activities, Ms. Neuhauser is a member of the Board of Trustees for Community Access Unlimited (Elizabeth, NJ) and a member of the Board of Trustees for the Enclave Home Owners Association (Shrewsbury, NJ). She is a co-founder of the Women’s Initiative of Epstein Becker Green and a member of the firm’s technology and pro bono committees.

Education

- Rutgers University School of Law – Newark (J.D., 1983)
 - Notes and Comments editor, *Women’s Rights Law Reporter*
- Syracuse University (M.S., 1977)
- Tufts University (B.A., 1976)
 - *cum laude*

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

Bar Admissions

- New Jersey
- New York

Practice Areas

- ADA and Public Accommodations
- Appellate
- Immigrant Discrimination and Form I-9 Verification
- Employment Litigation
- Employment Training, Practices, and Procedures
- Government Investigations and Litigation
- Intellectual Property Litigation
- Labor & Employment Litigation
- Managed Care
- Trade Secrets & Employee Mobility
- Social Media and the Workplace
- Wage and Hour
- Whistleblowing and Compliance

Industries

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

Memberships

- American Health Lawyers Association
- New Jersey Bar Association, Labor and Employment, Health Law and Alternative Dispute Resolution Sections
- Society for Human Resources Management

News & Publications

January 2, 2019

Reminder to New Jersey Employers: 2019 Brings New Notice and Posting Requirements

Act Now Advisory

October 3, 2018

New Jersey Department of Labor Proposes Regulations Implementing Sick and Safe Leave Law and Issues

Notice of Employee Rights

Act Now Advisory

May 9, 2018

Governor Murphy Creates Task Force on Employee Classification

Act Now Advisory

May 8, 2018

New Jersey Becomes the 10th State to Require Paid Sick Leave

Act Now Advisory

May 7, 2018

New Jersey Enacts Sweeping Equal Pay Law

Act Now Advisory

March 1, 2018

Maxine Neuhauser, James Flynn Quoted in "Really! You Can't Do That at Work"

New Jersey Jewish Standard

January 5, 2018

NJ Bill Could Make Resolving Employment Disputes Tougher

Law360

January 2, 2018

Employer Posting Requirements Under New Jersey Law

Act Now Advisory

August 1, 2017

Gov. Christie Vetoes Legislation Barring Salary History Inquiries

Retail Labor and Employment Law Blog

May 2017

For Wage-and-Hour Changes and Enforcement, Look Locally

Employee Benefit Plan Review

January 23, 2017

A New Year and a New Administration: Five Employment, Labor & Workforce Management Issues That Employers Should Monitor

Take 5 Newsletter

November 10, 2016

New Jersey Minimum Wage Increases at Start of 2017

Wage & Hour Defense Blog

September 27, 2016

EEOC Task Force Offers Expansive Recommendations for Updating Anti-Harassment Policies and Training

Act Now Advisory

August 15, 2016

Employment Law This Week®: Salary History, Wage and Hour Compliance Training, Non-Competes, Misclassified Workers

Episode 38: Week of August 15, 2016

August 15, 2016

Massachusetts Bans Salary History Question: An Interview with Mickey Neuhauser

Employment Law This Week

July 27, 2016

Sleeping on the Job Disqualifies Residential Counselor from Unemployment

Health Employment and Labor Blog

June 19, 2016

Expanded Employment Liabilities Require Proactive Mitigation

Business Insurance

June 3, 2016

Time To Check That Your Employment Notices Are Properly Posted – EEOC Raises Fines For Notice Posting Violations

Retail Labor and Employment Law Blog

May 20, 2016

Medicaid-Funded Providers Beware! The DOL's Time Limited Non-Enforcement Policy Does Not Apply to Private Causes of Action

Health Employment And Labor Blog

March 31, 2016

Maxine Neuhauser Quoted in "EEOC Changing Rules on Disseminating Business Info, Prompting Worries for Employers"

The Cook County Record

January 5, 2016

Employer Posting Requirements Under New Jersey Law

Act Now Advisory

December 17, 2015

New Jersey Adopts Ban-the-Box Regulations

Act Now Advisory

August 31, 2015

Maxine Neuhauser Quoted in "5 Dos and Don'ts for Employers After NJ's Ethicon Ruling"

Law360

May 20, 2015

Evidence Mounts on the Benefits for Children of Working Mothers

Executive Women's Networking Blog

May 13, 2015

Clothes Part II: Finding Your Style and Your Confidence

Executive Women's Networking Blog

May 12, 2015

2015 Health Access Summit Offers Networking Opportunities with Industry Stakeholders About Access to Health Care

Executive Women's Networking Blog

March 13, 2015

Clothes Don't Make the Woman, but They Can Sure Help (Part I)

Executive Women's Networking Blog

February 20, 2015

Several Ounces of Prevention: The New Jersey Supreme Court Reminds Employers of the Importance of Anti-Harassment Policies, Training, and Vigilance to Avoid Liability

Act Now Advisory

January 5, 2015

Employer Posting Requirements Under New Jersey Law

Act Now Advisory

December 2014

Reasonable Accommodation Under the LAD

New Jersey Lawyer

December 10, 2014

Nature or Nurture? Advertising, Toys, Sexist Stereotypes, and Destiny

Executive Women's Networking Blog

November 2014

Maxine Neuhauser Quoted in "Top 10 Legal Cases in Franchising, and Who Should Worry"

Franchise Times

October 31, 2014

Maxine Neuhauser Quoted in "Bridgagate-Inspired NJ Bill Imperils Gov't Employers"

Law360

October 23, 2014

Promotions and Progress: Three Women Join EBG's Equity Partnership Ranks

Executive Women's Networking Blog

October 13, 2014

Benchmarking Progress Part 2: Remember to Raise Your Hand a Little Higher

Executive Women's Networking Blog

October 8, 2014

Benchmarking Progress: EBG's Client Briefing Features Three Women Speakers

Executive Women's Networking Blog

August 13, 2014

New Jersey's Ban-the-Box Legislation Is Signed Into Law

Act Now Advisory

July 30, 2014

Maxine Neuhauser Quoted in "NJ High Court Cases Could Limit Whistleblower Protection"

Law360

June 23, 2014

Reminder: Newark's Paid Sick Leave Ordinance Took Effect on Saturday, June 21

Act Now Advisory

May 5, 2014

Act Now Advisory: Newark, New Jersey, Passes Law Requiring Paid Sick Leave

February 25, 2014

Act Now Advisory: Overbroad Handbook Policies May Constitute Unfair Labor Practices

January 29, 2014

What Employees May Now Expect While Expecting: Reasonable Accommodation of Pregnancy, on the Executive Women's Networking Blog

January 27, 2014

Act Now Advisory: New Jersey Law Against Discrimination Amended to Require Reasonable Accommodation of Pregnancy

January 24, 2014

New Jersey Law Against Discrimination Amended to Add Protection for Employee Inquiries Regarding the Compensation of Others, on the Hospitality Labor and Employment Law Blog

January 13, 2014

Census & Sensibility: Stay-At-Home Dads. Trending? on the Executive Women's Networking Blog

January 10, 2014

NJ Discrimination Suit's Lessons to Employers Nationwide, in Law360

January 7, 2014

Maxine Neuhauser Quoted in "Whistleblower Ruling May Make Workers Clam Up"

Law360

January 7, 2014

Act Now Advisory: Court's Ruling That Employees Have No Blanket Entitlement to Take Employer's Confidential Documents for Discrimination Suits Provides Guidance to Employers

January 6, 2014

Fake It 'Til You Make It, on the Executive Women's Networking Blog

December 30, 2013

Act Now Advisory: Employer Posting Requirements Under New Jersey Law

December 17, 2013

Does *Lean In* Miss the Bigger Picture? on the Executive Women's Networking Blog

August 1, 2013

Maxine Neuhauser Mentioned in "NJ High Court Won't Hear Blue Cross Physician Class Action"

Law360

May 28, 2013

Women's Initiative of EBG Leans-In to the Conversation, on the Executive Women's Networking Blog

April 1, 2013

Epstein Becker Green Recognized in "Litigation Departments of the Year" Competition by the *New Jersey Law Journal*

New Jersey Law Journal

November 29, 2012

Act Now Advisory: Employer Posting Requirements Under New Jersey Law

November 6, 2012

Act Now Advisory: Employers Beware: Newark Passes "Ban the Box" Legislation Limiting Pre-Employment Criminal Background Checks

August 20, 2012

Maxine Neuhauser, Susan Gross Sholinsky Quoted in Article, "Lawsuits Highlight Social Media Quandary: Who Owns Accounts, Company or Employee"

Bloomberg BNA's Daily Labor Report

June 12, 2012

Maxine Neuhauser, Jennifer Barna Quoted in Article, "Women's Networking Groups Develop Key Skills"

SHRM

June 10, 2012

Frances Green, Joan Disler, Maxine Neuhauser Quoted in Article, "Linking Business Meetings to the Links: Female Execs Perfect Their Drive, Networking at Golf Clinic"

The Star-Ledger

June 8, 2012

Maxine Neuhauser, Susan Gross Sholinsky Quoted in Article, "Ownership of Social Media Accounts Should Be Clarified in Agreements"

SHRM Online

February 24, 2012

Ownership of Work-Related Social Media: Could My Employer Really Own My Twitter and LinkedIn Accounts?

Thomson Reuters News & Insight

January 3, 2012

Act Now Advisory: Employer Posting Requirements Under New Jersey Law

December 28, 2010

Act Now Advisory: Employer Posting Requirements under New Jersey Law

May 10, 2010

Ten Tips for Avoiding Liability in Conducting Evaluations, as *appeared in* The Legal Intelligencer

March 29, 2010

10 Tips for Avoiding Liability in Conducting Evaluations: A Roster of Silent Witnesses Can Be Invaluable, as *appeared in the New Jersey Law Journal*

December 10, 2009

Labor & Employment e-Report - Year-End Edition!

December 1, 2009

Employer Posting Requirements Under New Jersey Law

November 12, 2009

Epstein Becker Green Giving Back - Fall 2009

September 30, 2009

Neuhauser Quoted On Employee Job Protections As A Second Swine Flu Season Approaches

South Florida Sun-Sentinel

July 31, 2009

New Jersey Law Journal Spotlights Epstein Becker Green's Women's Initiative Golf Clinic

The New Jersey Law Journal

July 28, 2009

Neuhauser Quoted in Wall Street Journal on Legal Issues Raised by Office Infidelity

Wall Street Journal

April 29, 2009

Planning for Pandemic: Just Leave¹

March 24, 2009

Planning for Pandemic: Just Leave, as appeared in New Jersey Law Journal

January 5, 2009

Employer Posting Requirements Under New Jersey Law

November 24, 2008

Employers Must Be Careful With The Timing of Discharge Decisions

November 6, 2008

Neuhauser Quoted on How Young Women Lawyers Can Improve Marketing Skills

The Women's Advocate, Fall 2008

September 3, 2008

New Jersey Court Clarifies Meaning of 'Job Abandonment' Under Unemployment Benefits Law

June 1, 2008

Are Women's Initiatives Useless?

May 5, 2008

Paid Family Leave Becomes Law In New Jersey

March 11, 2008

Title VII Liability For Hospitals, Contracting Physicians, as appeared in Employment Law 360

February 20, 2008

Second Circuit Holds That a Physician with Staff Privileges May Qualify as an Employee Under Title VII

July 30, 2007

Move to the 'mommy train', as appeared in *The National Law Journal*

June 28, 2007

Epstein Becker & Green's Women's Initiative Continues To Grow, as appeared in *The Metropolitan Corporate Counsel*

June 21, 2007

NJ Supreme Court Limits Reach of State Discrimination Law

May 4, 2007

N.J. Amends Family Leave Act Regulations To Align With Federal Law

March 2, 2007

N.J. District Court: Statistical Evidence is Insufficient for Certifying Class Action

January 19, 2007

ALERT: Third Circuit Lowers Threshold for Establishing Prima Facie Case Under Title VII

December 5, 2006

ALERT: Proposed Readoption with Amendment of Regulations to the New Jersey Family Leave Act

April 14, 2006

More Protection for Whistleblowers, as appeared in the *New Jersey Law Journal*

June 6, 2005

Court Recognizes Disparate Impact Claims Under the ADEA, as appeared in the *New Jersey Law Journal*

April 13, 2004

A No-Fail Recipe to Employee Lawsuits: Top 10 list of ways to increase the risks of employee lawsuits, as appeared in the *New Jersey Law Journal*