



# DiFrancesco Bateman

Kunzman, Davis, Lehrer & Flaum, P.C.

## Richard P. Flaum



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**Assistant:**

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**Undergraduate**

University of Wisconsin, B.A., 1982

**Graduate**

Washington College of Law, J.D.,  
1986

**Admissions**

New Jersey, 1987  
Maryland, 1986  
District of Columbia, 1987  
United States Supreme Court, 2012

**Practice Areas**

Employment & Labor Law  
Insurance Defense & Coverage  
Police & Public Officials  
Public Entities  
School Law

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**About**

Richard Flaum is the chair of the Employment and Labor Practice Group. His labor practice is focused on collective bargaining and personnel and human resource issues in the workplace. Richard regularly counsels business clients regarding personnel matters, negotiations and litigation. His employment litigation practice involves representation of both employers and employees, with a particular focus on claims associated with discrimination, hostile work environment, retaliation and whistleblower claims pursuant to New Jersey and federal employment statutes. His practice also includes representation of parents of students with special needs.

Richard is a member of the Labor & Employment Section of the American Bar Association, the Labor & Employment Section of the New Jersey State Bar Association and the Somerset County Bar Association. From 1998 to 2003, Richard was an adjunct professor at Seton Hall University School of Law. He also served on the Board of Trustees of the New Jersey Symphony Orchestra.

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**Experience**

Richard has tried multiple cases involving claims of discrimination based on disability, gender, hostile work environment, failure to accommodate, retaliation and violations of the Whistleblower statute. Many of these matters were tried over the course of several weeks. These experiences provided Richard with significant trial experience,

but also with an objective view of the value of resolving litigation in advance of trial.

Richard also conducts training associated with workplace issues including but not limited to training employees and managers regarding dos and don'ts in the workplace, how to recognize and prevent discrimination, hostile environment, sexual harassment, retaliation and workplace investigations.

Richard also has 20+ years of experience counseling clients related to severance agreements and noncompete agreements.

Richard has negotiated contracts on behalf of public sector clients with the Teamsters, multiple PBAs, AFSCME, NJEA and CWA units. He is also regularly consulted by public and private sector clients on personnel matters, allegations of harassment, discrimination, reasonable accommodations and retaliation in the workplace, workplace demeanor and discipline issues.