



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

## Employment & Labor Law

The DiFrancesco Bateman Employment & Labor Law Practice Group advises and advocates for our clients in employment matters, including labor negotiations litigation, mediation, and arbitration concerning personnel matters. We provide these services for individuals, businesses, and public entities. Our attorneys have extensive experience in handling claims based upon discrimination, harassment, retaliation, hostile work environment, employment at will, wrongful discharge, and discrimination on the basis of age, sex, race, national origin, religion, disability, sexual orientation, and other protected characteristics, as well as employee benefits and labor relations in federal and state courts and before administrative agencies.

Our attorneys have more than 20 years of experience in providing legal services to municipalities in a broad spectrum of labor issues, including:

- providing training to supervisors and employees related to labor issues in the workplace,
- engaging in day-to-day activities related to personnel matters,
- representing clients in disciplinary hearings, including civil service entities,
- representing clients in both labor and special litigation matters, and
- Representing clients in negotiations with bargaining units.

We have performed labor negotiations in the public sector with regard to police departments, Teamsters, Communication Workers of America, police dispatchers, teachers unions, utilities authorities and other unions that deal with local and county governments. We have appeared in the administrative law courts on many occasions on labor-related issues. The Employment Group has significant experience litigating matters involving claims alleging discrimination in the workplace, including claims alleging violations of the New Jersey Law Against Discrimination (NJLAD), the New Jersey Conscientious Employee Protection Act (CEPA), Title VII of the Civil Rights Act of 1964, the Americans With Disabilities Act (ADA), The New Jersey Family Leave Act (NJFLA), and the Family Medical Leave Act (FMLA).

DiFrancesco Bateman provides effective advice and advocacy to our private and public clients in employment and labor matters, and gives each client the attention it needs.