

**KERRIE R. HESLIN, ESQ.**

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Partner

AV® Peer Review Rated by Martindale-Hubbell



Kerrie R. Heslin has dedicated her entire legal career to employment and labor matters for management. Kerrie devotes a majority of her practice to the litigation of employment matters involving discrimination, retaliation, whistleblower claims, wage and hour and benefits issues on behalf of employers. This includes single plaintiff matters as well as class actions. She represents clients in litigations in state and federal courts, as well as in FINRA, AAA, and JAMS. She also represents employers before administrative agencies, including state and federal EEO agencies, the DOL, DOJ, OSHA, and NLRB.

Kerrie also counsels clients on diverse employment issues, including hiring and firing of employees, employment agreements, separation agreements and releases, restrictive covenants, policies, and employee handbooks. She works with employers to conduct privileged pay equity audits. She also conducts employment due diligence for employers in mergers and acquisitions, including review of employment agreements, wage and hour issues, and union obligations such as pension fund withdrawal liability.

**AWARDS & HONORS:**

- AV® Peer Review Rated by Martindale-Hubbell
- Selected as a WPO Women 2 Watch (2019, 2022, 2025)
- Recognized in *Best Lawyers® in America* (2018 - Present)
- Selected to the New Jersey Super Lawyers List (2009 - Present)
  - "Top 50 Women Lawyers in New Jersey", Super Lawyers (2012 - Present)
  - "Top 100 Lawyers in New Jersey", Super Lawyers (2013 - 2020)
- Named a "Woman of Professional Distinction" by the Executive Women of New Jersey (2010)
- "Garden State Woman of the Year, Professional Services", Garden State Woman Magazine (2009)
- Listed in Chambers USA Guide, Labor & Employment (2012 - Present)

**PROFESSIONAL EXPERIENCE:**

- Carella, Byrne, Balm, Gilfillan, Cecchi, Stewart, & Olstein, Roseland, NJ
  - Partner (August 2005 - March 2007)
  - Associate (July 2002 - August 2005)
- Gibbons, Del Deo, Dolan, Griffinger & Vecchione, Newark, NJ
  - Associate (September 1997 – July 2002)

**PROFESSIONAL ACTIVITIES:**

- National Association of Minority & Women Owned Law Firms (NAMWOLF)
  - Board Member (2019-Present)
  - Strategic Planning Committee (2022-Present)
  - PAC Oversight Committee (2019-2022)
  - Co-Chair, CLE/Webinar Subcommittee, Labor & Employment PAC (2016-2019)
- Women Presidents' Organization (WPO)
  - Board Member (2019-Present)
  - Chapter Member (2008-Present)
  - Secretary (Present)

### **PROFESSIONAL ACTIVITIES (Continued):**

- Women Owned Law Firms (WOL) Board Member
- Executives Association of New Jersey (EANJ) (2019-Present)
- New Jersey Women Lawyers Association
- New Jersey State Bar Association, Labor and Employment Section Litigation
- Counsel of America, The Trial Lawyer Honorary Society, Fellow
- New Jersey Labor & Employment Relations Association, Member

### **JUDICIAL CLERKSHIP:**

- Law Clerk to Honorable Nicholas H. Politan, United States District Court, District of New Jersey (1995 - 1997)

### **EDUCATION:**

- Seton Hall Law School (J.D., 1995)
- Syracuse University (B.S., Finance/Marketing, 1991)

### **BAR ADMISSIONS:**

- United States Supreme Court (2025)
- State of New Jersey (1995)
- State of New York (2023)
- United States District Court for the District of New Jersey (1995)
- United States Court of Appeals, Third Circuit (2002)

### **PUBLICATIONS:**

- Co-Author, "Anticipating and preparing for COVID-19-related employment litigation", Thomas Reuters, Westlaw Practitioner Insights webpage (July 2020)
- "Building Better Contracts" chapter in Breaking Through: Creating Opportunities for America's Women and Minority-Owned Businesses, Susan Philips Bari. CreateSpace Independent Publishing Platform (2013)
- "Companies May Not Shield Internal Employment Law Assessments from Disclosure with "Self-Critical Analysis Privilege", New Jersey Labor and Employment Law Quarterly (June 2011)
- "How Can an Employer Enforce Safety Regulations on Employees Who Wear Religious Attire That Could Pose Hazards?", New Jersey Monthly (April 2009)
- "Federal Court Rejects FTC Opinion that Employment Investigations by Outside Counsel are Subject to FCRA", The Job Description, Defense Research Institute (Fall 2001)
- "Restrictive Covenants: Protecting Confidential and Proprietary Information", BioPharm Magazine (February 2000)
- "Courts Start to Rule on Online Harassment", The National Law Journal (January 24, 2000) and New Jersey Law Journal (June 2000)
- "Sexual Harassment in Cyberspace: Cases Consider Employer Liability for Employee Use of E-mail, Chat Rooms, Porn Sites", Employment Law Weekly (January 2000)

### **SPEAKING ENGAGEMENTS:**

- Understanding Implicit Bias in Workplace Investigations, Nukk-Freeman & Cerra P.C., Webinar (April 2026)
- Workplace Culture Assessments: Legal and Strategic Imperatives in A Changing Landscape, NAMWOLF 2026 Spring Meeting (March 2026)
- Boomers to Zoomers - Leveraging an Organization's Greatest Assets, Nukk-Freeman & Cerra P.C. (August 2025)
- Lawyers to Leaders: Building Emotional Intelligence with Effective Communication, Citi Legal and Simon & Schuster, New York (May 2025)
- Can't We All Just Get Along: When Religion, Culture and DEI Collide in the Workplace, NAMWOLF Driving Diversity & Leadership Conference (March 2025)
- Most Common Employment Mistakes, Sandler Training Seminar (February 2025)
- How to Structure DEI Programs After Recent Supreme Court Decisions, Nukk-Freeman & Cerra P.C., In-House Counsel Roundtable (May 2024)
- Navigating the Legal Issues Related to Diversity, Equity and Inclusion Programs, Women Owned Law Symposium (April 2024)

### **SPEAKING ENGAGEMENTS (Continued):**

- Working Collaboratively to Measure, Report and Improve Law Firm Diversity, NAMWOLF Annual Meeting (September 2023)
- Gender Pay Equity: What It Is and Why It Matters, MetLife (March 2023)
- Navigating the Legal Issues Related to Diversity, Equity, and Inclusion Programs, NAMWOLF Driving Diversity & Leadership Conference (March 2023)
- Understanding and Reducing Implicit Bias in Workplace Investigations, Merck (May 2022)
- Navigating Religious Accommodations & Vaccines to Reduce Risk of Litigation, Nukk-Freeman & Cerra, P.C., Webinar (May 2022)
- Shades of Grey: Ethical Rules Related to the Role of In-house Counsel, IEX Trading (April 2022)
- Defending Lawsuits by Pro Se Plaintiffs, Nukk-Freeman & Cerra, P.C., Webinar (October 2021)
- Top 10 Employment Policies Every New Jersey Business Should Have, Executives Association of New Jersey (EANJ) (September 2021)
- Clearing The Haze Around Workplace Marijuana Rules, Celesq Attorneys Ed Center (September 2021)
- Applying the Brakes on Serial Plaintiffs, Nukk-Freeman & Cerra, P.C., Webinar (March 2021)
- Legal Guidelines for Workplace Re-Entry, Women Presidents' Educational Organization (June 2020)
- Identifying High Performers to Increase Your Hiring Success, presented to Edward Jones (June 2020)
- COVID-19 Return to Work Checklist, National Association of Professional Organizers – New York (May 2020)
- Anticipating and Preparing for COVID-19 Employment Litigation, Nukk-Freeman & Cerra, P.C., Webinar (May 2020)
- COVID-19 Awareness – Employment Law Q&A #2, Nukk-Freeman & Cerra, P.C., Webinar (April 2020)
- COVID-19 Update, Executives Association of New Jersey (April 2020)
- COVID-19 Awareness – Employment Law Q&A, Nukk-Freeman & Cerra, P.C., Webinar (March 2020)
- Impact of a Pandemic – HR Practices webinar, Women Presidents' Organization (March 2020)
- Keeping Up with Employment Laws: What Every NY Employer and Employee Need to Know, Rockland Businesswomen's Network (January 2020)
- Employment Issues in Mergers & Acquisitions: Maximizing Value & Minimizing Risk, Nukk-Freeman & Cerra, P.C., Webinar (January 2020)

### **INTEREST & INVOLVEMENT:**

- Volunteer Lawyers for Justice
- Community Food Bank of New Jersey Bergen
- Volunteers, All Wrapped Up
- Light the Night Walk for Cancer
- WHEELS NYC Mentor Program for High School Students
- Susan G. Komen Race for the Cure

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