

PHILLIP J. LIPARI, ESQ.

Partner



Phillip J. Lipari focuses his practice on management-side employment litigation, investigations, counseling and training. Phill has represented employers of all sizes - from small companies to Fortune 50 corporations - in litigations before federal courts, state courts, arbitration panels and administrative agencies. Phill's experience covers a wide-array of employment law issues, including discrimination, retaliation, whistleblowing, wage and hour, restrictive covenant and benefits/leave actions under federal employment statutes and their state analogs.

In addition to his litigation background, Phill was a Director, Employee Relations, at UBS AG, where he investigated employee concerns and counselled groups within the Company regarding various topics, including discrimination, harassment, contracts, policies, onboarding, discipline and performance management.

Phill leverages that in-house experience in his work with NFC's clients, continuing to act as a neutral investigator in employer investigations and delivering training sessions regarding discrimination, harassment and HR best practices. Phill also routinely advises clients regarding such best practices and other employment law issues.

HONORS AND AWARDS:

- Super Lawyers Rising Star, Employment Litigation: Defense (2014 - 2017, 2019 - 2021)

The Super Lawyers* list is issued by Thomson Reuters. A description of the selection methodology can be found at http://www.superlawyers.com/about/selection_process.html. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

RECENT SPEAKING ENGAGEMENTS:

- "Attack Proof Tips to Avoid Litigation in Workplace Investigations", Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar, November 2021
- "The Investigation Aftermath: How Workplace Investigations Are Used in Litigation and Tips to Make Investigations Attack Proof", Association of Workplace Investigators' 2021 Annual Conference, October 2021
- "Becoming Aware of How Implicit Bias and Micro-Aggressions Impact Investigations", NJICLE/NJSBA Workplace Investigations CLE, September 2021
- "Attack Proof Investigations", 19th Annual Association of Corporate Counsel New Jersey CLE Conference, September 2021
- "Top Five Tips for Effective REMOTE Workplace Investigations", Nukk-Freeman & Cerra, PC Webinar, May 2021
- "Breaking the Age Barrier: Combatting Biases in a Multi-Generational Workforce", New York Academy of Trial Lawyers CLE Program, July 2020

RECENT SPEAKING ENGAGEMENTS (Continued):

- Legislative & Strategic Trends in the Aftermath of the 'Me Too' Movement, Nukk-Freeman & Cerra, PC, Hot Topics in Employment Law Seminar, Panel Presentation, November 2018
- "Headline News: The Permissibility and Best practices Respecting Mandatory Arbitration Agreements", NAMWOLF Labor and Employment Practice Area Committee CLE, presented at the National Association of Minority and Women Owned Law Firms (NAMWOLF) Business Meeting, February 2017

PROFESSIONAL EXPERIENCE:

- UBS AG, Weehawken, New Jersey/New York, New York
 - Director, Employee Relations (2017-2018)
- Nukk-Freeman & Cerra, P.C., Chatham, New Jersey
 - Counsel, (2015-2017)
- Constangy, Brooks & Smith, LLP, Princeton, New Jersey
 - Associate, (2010-2014)

EDUCATION:

- Seton Hall University School of Law (J.D., cum laude, 2010)
- Boston College (B.A., magna cum laude, 2007)

ADMISSIONS:

- United States District Court,
Western District of New York (2018)
- United States District Court, Southern District of New York (2014)
- United States District Court, Eastern District of New York (2014)
- State of New York (2011)
- State of New Jersey (2010)
- United States District Court, District of New Jersey (2010)