

Partner



Phillip J. Lipari assists businesses – from small companies to Fortune 100 corporations – in all aspects of employment law, including by conducting internal investigations, delivering training presentations, providing day-to-day counseling, and representing companies in litigation. Phill is a leader in the Firm's investigations practice, having significant experience acting as an investigator into employee complaints in the areas of discrimination, harassment, bullying, whistleblowing, and compliance. He developed this expertise in his prior role as a Director, Employee Relations, at UBS. Phill then brought those skills to NFC, where he continues to regularly assist companies as a neutral outside investigator.

Phill also routinely advises clients across many industries regarding various topics, such as employee contracts, policies, leave, onboarding, discipline, and performance management. Phill also assists companies around the nation by delivering dynamic and interactive training sessions regarding discrimination, harassment, implicit bias, and human resources best practices.

In litigation, Phill has successfully represented clients before federal and state courts, arbitration panels, and administrative agencies in 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.

AWARDS & HONORS:

- Best Lawyers In America: Ones to Watch (2023)
- Listed in Super Lawyers® as a "Rising Star", Employment & Labor (2020)
- Listed in Super Lawyers® as a "Rising Star", Employment Litigation: Defense (2014 -2017, 2019-2021)

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., 2010)
- Boston College (B.A., 2007)

BAR ADMISSIONS:

- State of New Jersey (2010)
- State of New York (2011)
- State of Pennsylvania (2023)
- United States District Court, District of New Jersey (2010)
- 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)

RECENT SPEAKING ENGAGEMENTS:

- Workplace Investigations: Alternative Dispute Resolution (ADR) and Beyond, New York University, October 2023
- The Wide World of Workplace Investigations: Recent Case Law and Legislative Developments, Association of Workplace Investigators Annual Conference, October 2023
- A Workplace Investigation, Nukk-Freeman & Cerra, In-House Counsel Luncheon, New Jersey/New York, May/June 2023
- Reducing Implicit Bias and Understanding Privilege Issues in Internal Investigations, Horizon Blue Cross Blue Shield of New Jersey, Webinar, June 2023
- Case Law Review: Lessons for Both Litigators and Workplace Investigators, Webinar, Rutgers State University, April 2023
- Workplace Investigations, NJSBA Labor & Employment Law Forum, March 2023
- Understanding and Reducing Implicit Bias in Workplace Investigations, Merck Webinar, February 2023
- Workplace Investigations: Understanding Micro-Aggressions, Implicit Bias, and the Impact of Long-Term Virtual Workplaces on Employees and Workplace Cultures, NJICLE, Webinar, January 2023
- Navigating Thorny Obstacles & Ethics in Workplace Investigations, Nukk-Freeman & Cerra, PC Webinar, June 2022
- 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 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
- 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

INTERESTS & INVOLVEMENTS:

- Investigator, Investigation Panel, American Arbitration Association
- Co-Chair, Association of Workplace Investigators, Advocacy Committee
- Member, National Association of Minority and Women Owned Law Firms (NAMWOLF), Compliance & Government Investigations Practice Area Committee

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