

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 AG. 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. (More recently, Phill has spent considerable time counseling on COVID-19 issues, such as FFCRA, state COVID restrictions, and return-to-work best practices.) 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 Edition)
- Super Lawyers 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., cum laude, 2010)
- Boston College (B.A., magna cum laude, 2007)

BAR ADMISSIONS:

- State of New Jersey (2010)
- State of New York (2011)
- 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: 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' 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
- 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-Chairperson, Association of Workplace Investigators, Advocacy Committee
- Member, National Association of Minority and Women Owned Law Firms (NAMWOLF), Compliance & Government Investigations Practice Area Committee

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.

The "Best Law Firms" Rankings list is issued by U.S. News & World Report. A description of the selection methodology can be found at <https://bestlawfirms.usnews.com/methodology.aspx>. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.