

ADAM P. BURNS, ESQ.

aburns@nfclegal.com

Associate



Adam P. Burns is an attorney whose practice is focused on labor and employment law, representing management-side clients in workplace disputes, employment litigation, and day-to-day counseling matters. He advises employers on issues involving discrimination, harassment, retaliation, wage and hour compliance, employee discipline and termination, workplace accommodations, and personnel policies, and assists clients in navigating complex federal and state employment laws.

Adam handles matters throughout all stages of litigation and pre-litigation proceedings, including drafting pleadings and motion papers, conducting legal research, negotiating resolutions, and appearing in court on behalf of clients. In addition to litigation work, he partners with employers, human resources professionals, and management teams to provide practical guidance on compliance, risk management, workplace investigations, and employment-related policies and agreements.

Known for a responsive and business-minded approach, Adam is committed to helping employers address workplace challenges efficiently and strategically while minimizing legal risk.

Outside of his practice, Adam enjoys attending rock and metal concerts, gaming, and spending time outdoors hiking and kayaking. He is particularly passionate about preserving the New Jersey Pinelands and appreciates its natural beauty. Adam also enjoys collecting and exploring local craft beverages, and spending time with his dog, Apollo, and cat, Artemis.

PROFESSIONAL EXPERIENCE:

- Shapiro Croland, Hackensack, NJ
 - Associate (September 2024 – May 2026)
- Lurie Strupinsky, LLP, Hackensack, NJ
 - Associate (May 2023 – September 2024)
 - Law Clerk (August 2021 – May 2023)
 - Summer Associate (May 2021 – August 2021)
- Toll Brothers, Horsham, PA
 - IT Service Analyst (2017 – 2020)

PROFESSIONAL ACTIVITIES:

- New Jersey Bar Association
- Pennsylvania Bar Association
- Morris Pashman Inn of Court
- Bergen County Bar Association
- Passaic County Bar Association

EDUCATION:

- Rutgers Law School, Camden (J.D., 2023)
- Rutgers Business School, New Brunswick (B.A. Science, Leadership and Management, 2017)

BAR ADMISSIONS:

- State of New Jersey (2023)
- State of Pennsylvania (2025)