

Newark

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**Practice Areas**

Employment Law and Labor Management Relations
Discrimination and Harassment
Transportation
Whistleblowing and Retaliation
Policies, Procedures and Handbooks
Leaves of Absence and Disability Accommodation
Background Checks
Alternative Dispute Resolution
Diversity Programs
Wage and Hour

Overview

Tedd J. Kochman has spent his entire legal career as a management-side labor and employment law practitioner, representing both large and small companies in connection with a wide array of labor and employment matters. His practice encompasses all aspects of traditional labor law, day-to-day employment law and human resources counseling, handling workplace training activities and compliance, and involvement with employment discrimination litigation.

By way of example, in his traditional labor law practice, he handles:

- All aspects of defending against union organizing drives, including representation elections and proceedings
- All aspects of practice/procedures before the National Labor Relations Board, including unfair labor practice matters
- Collective bargaining of labor contracts and negotiations
- Labor arbitrations and mediations
- Labor law compliance training of supervisors
- Strategizing and devising long-term labor strategies for union and non-union enterprises
- Addressing and implementing reductions-in-force, successorship issues, related corporate restructuring matters, and double-breasting of operations and other such issues



In his employment counseling and employment litigation practice, Tedd advises management on:

- Daily labor and employment matters
- Discipline and discharge decisions
- Personnel file documentation
- Overseeing a wide array of employment litigation matters (i.e., defense of discrimination/harassment claims, etc.)
- Wage and hour issues
- Handbooks
- Personnel policies and workplace guidelines
- Workplace training materials
- Hiring packets
- Job descriptions
- Background check issues
- Drafting workplace standards and state and federal law compliance

Additionally, Tedd is an active speaker throughout the New York-New Jersey Tri-State area and provides workplace training on topics such as workplace compliance, anti-harassment; union avoidance; employment law standards, and wage and hour audits.

Tedd represents a broad spectrum of clients, including companies within such arenas as:

- Restaurant and hospitality
- Financial enterprises
- Transportation outfits, such as trucking, and bus and limousine companies
- Commercial and residential construction companies
- Lumber companies
- Casinos
- Mortgage, real estate and insurance companies
- Retail establishments
- Shipping and logistics

Tedd serves (as one of approximately twenty-two attorneys within the Firm) on Littler Mendelson's National Diversity and Inclusion Council (2006 – present). Prior to joining private practice, Tedd was a legal clerk to National Labor Relations Board Member, Charles I. Cohen, in Washington, D.C. In law school, Tedd was also a Member and the Articles Editor of Georgetown University Law Center's American Criminal Law Review. He also was a member of Georgetown University Law Center's Clinical Program (The Harrison Institute for Public Law).

Professional and Community Affiliations

- Member, Executive Committee, Labor and Employment Section - New Jersey State Bar Association



- Member, NLRB (Region 22) Conference Planning Committee - New Jersey State Bar Association
- Member, New York State Bar Association
- Member, New York City Bar Association
- Member, Essex County Bar Association
- Former Chairman, Department of Labor - New Jersey Employer's Council (Bergen County)
- Former Chairman, Department of Labor - New Jersey Employer's Council (Passaic County)
- Member, Board of Directors - Bergen County Workforce Investment
- Former New Jersey State Court Certified Mediator
- Former Vice-chair, Labor and Employment Committee - Essex County Bar Association
- Meadowlands Regional Chamber of Commerce, Member and Health Insurance Sub-Committee Member
- Commerce and Industry of New Jersey, Member
- Board Member - American Heart Association/American Stroke Association - Northern NJ Region
- Chairperson - American Heart Association/American Stroke Association - Northern NJ Region Affair of the Heart Gala (2012), Executive Leadership Team for Gala (2013), Open Your Heart Chairperson for Gala (2014)
- Board Member - Gilda's Club of Northern New Jersey

Sample Recognition and Recent Awards

- Named, Best Lawyers - USA (New Jersey) (Practicing in Employment Law - Management, Labor Law - Management), Best Lawyers Publication, Inc.© (2007 - date)
- Chambers USA's "America's Leading Lawyers for Business (Labor/Employment)"© (Multiple Year Recipient, including last 3 years)
- Named, Top 100 Labor Attorneys in America, Labor Relations Institute, 2007-2015
- Named, Rising Star and Super Lawyer - New Jersey Super Lawyer, 2006-2015
- Named, Super Lawyer – New Jersey Super Lawyer Business Edition, 2015-2016
- Named, "40 Under 40" - NJBIZ Magazine, 2009
- Named, Top 40 Under 40 Attorneys - New Jersey Law Journal, 2006
- Recipient, Outstanding Achievement Award - Essex County Bar Association, 2002
- Member, Phi Beta Kappa (awarded as a College Junior)
- Omicron Delta Kappa Honor Society
- Member, Order of Omega Honor Society

Education

J.D., Georgetown University Law Center, 1995, *Articles Editor and Member of Georgetown's American Criminal Law Review*

B.A., Emory University, 1992, *Honors Program, summa cum laude, Phi Beta Kappa*

Bar Admissions

New Jersey
New York



Courts

U.S. District Court, District of New Jersey
U.S. District Court, Eastern District of New York
U.S. District Court, Southern District of New York

Representative Press

- "Seven Littler Mendelson Attorneys Named Among "Top 100 Labor Attorneys" in the U.S. by Labor Relations Institute" July 24, 2009
- "Nine Littler Lawyers Top the List of U.S. Labor Attorneys" August 4, 2008
- "Labor Relations Institute Names Littler Mendelson Lawyers as Top US Labor Attorneys" June 20, 2007

Sample Blog Posts and Publications

- "Board Holds Employer's Discovery Requests in Non-Board Litigation Violated NLRA" Labor Relations Counsel, September 2, 2011
- "Employer Reminder -- Section 303 Court Actions May be a Means to Circumvent Current NLRB Hostility Labor Relations Counsel, April 2012
- "NLRB Endorses Region 22's Interpretation and Application of Specialty Healthcare's Controversial
- Overwhelming Community of Interest Test" Labor Relations Counsel, November 2011
- "Calling All Employers" . . . Time to Wake up Because Change is Here -- 2012-2013 Update on Health Care Reform!" (co-authored by Ilyse Schulman and Melissa Kurtzman) Meadowlands Regional Chamber of Commerce – Healthcare Supplement 2013
- "Ninth Circuit Endorses NLRB General Counsel's Procedural Authority to Seek 10(j) Injunctive Relief" Labor Relations Counsel, July 26, 2011
- "Trio of Board Cases Continue Recent Trends" Labor Relations Counsel, April 25, 2011
- "New NLRB Union Access Case Holds More than Meets the Eye" Labor Relations Counsel, November 18, 2010
- "False Claims. (Ninth Survey of White Collar Crime) – Georgetown University Law Center's American Criminal Law Review (co-authored by Garen Meguerian)
- Neighborhood Poverty (Volume II) – Policy Implications in Studying Neighborhoods, Chapter 9, An Alternative Approach to Assessing Neighborhood Effects on Early Adolescent Achievement and Problem Behavior, (co-authored by Margaret Beale Spencer, Paul McDermott, and Linda M. Burton) (Russell Sage Foundation Publishing)

* For information about the standards for inclusion in Best Lawyers in America, please see <https://www.bestlawyers.com/about/MethodologyBasic.aspx>.

** The Super Lawyers list is issued by Thomson Reuters. For information about the standards for inclusion in Super Lawyers, please see http://www.superlawyers.com/about/selection_process.html.