HALL BOOTH SMITH, P.C.

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Partner

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BIOGRAPHY | EXPERIENCE | CREDENTIALS | MEMBERSHIPS | RECOGNITION | PRESENTATIONS | PUBLICATIONS | IN THE PRESS

Biography

Jacqueline Voronov is a Partner in the firm's office in Paramus, New Jersey, and she represents management in a wide variety of employment matters and litigating employment claims before administrative agencies and state and federal courts. Her clients include major hotels, retailers, shipping companies, assisted living facilities/nursing homes, manufacturers, and national fast-food franchisees.

More +

Jacqueline's litigation experience includes the defense of employers in single and multi-plaintiff actions on claims of wrongful discharge, sexual harassment, race, national origin, gender, disability and age discrimination, breach of contract, family medical leave, failure to accommodate, retaliation, wage/hour laws, and related tort claims. Jacqueline also works with her clients to prepare various employment agreements (including non-compete, confidentiality, independent contractor, and separation agreements). She has extensive experience before various administrative tribunals, including the Equal Employment Opportunity Commission (EEOC), the State Division of Human

Services

Arbitration & Mediation

Business Litigation

Entertainment

General Liability

Governmental Liability

Insurance Coverage

Labor & Employment

Strategic Teams

Coronavirus

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Rights (SDHR), Division of Civil Rights (DCR), and other state, federal, and local agencies.

In addition, Jacqueline frequently conducts management training for employers on a wide variety of employment law topics, such as:

- EEO/anti-harassment
- employee recruiting and hiring practices
- family and medical leave
- reasonable accommodations for disabilities and religion
- preventing and investigating harassment, discrimination, and whistleblower claims
- wage and hour compliance
- discipline and termination of employees
- privacy in the workplace

Jacqueline is regularly invited to speak nationally on best practices and other employment-related issues. Before joining the firm, she worked for one of the country's largest law firms, where she defended employers in a wide range of labor and employment matters, including wage and hour class actions under the Fair Labor Standards Act (FLSA), claims related to the New York State Human Rights Law (NSHRL), the New Jersey Law Against Discrimination (LAD), the Americans With Disabilities Act (ADA), the New Jersey Conscientious Employee Protection Act (CEPA) and Title VII.

Jacqueline was selected for inclusion as a New Jersey Rising Star by Super Lawyers® for six consecutive years (2010-2016), which honors the top 2.5% of young lawyers in New Jersey.

Experience

Labor & Employment

Jacqueline defends employers in the full spectrum of labor and employment claims. She has a successful track record in defending clients in wrongful termination, sexual harassment, race, gender, national origin, disability and age discrimination, and

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other employment matters. She also prepares and defends employment contracts and separation matters, and she has handled numerous labor arbitrations and proceedings before federal, state, and local tribunals.

Credentials

Admitted

State Courts:

- Connecticut
- Massachusetts
- New Jersey
- New York

U.S. District Courts:

- U.S. District Court for the District of Massachusetts
- U.S. District Court for District of New Jersey
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York

U.S. Courts of Appeal:

- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Third Circuit

U.S. Supreme Court

Education

- J.D., New England School of Law
- B.S., The Pennsylvania State University

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Memberships

- Bergen County Bar Association
- DRI
- New Jersey State Bar Association
- New York City Association of Insurance Women

Recognition

- New Jersey Rising Star, Super Lawyers®, 2011-2016

Presentations

- **Building Your Brand: Networking and Marketing One's Self**
  Women in Insurance Leadership; ExecuSummit; March 13-14, 2024
- **84 Cents on the Dollar: a Slow Path to Progress**
  Women in Insurance Leadership; ExecuSummit; March 14, 2023
- **The Turnover Tsunami – Top Tips to Effectively Recruit and Retain Staff in a Disruptive Environment**
  LeadingAge New Jersey & Delaware Annual Expo; June 1, 2022
- **The Post-COVID Workplace – 'Business as Usual' Looks a Little Different in 2022**
  Tri-State HRMA Symposium; May 5, 2022

More +

- **NO JAB, NO JOB! Employer Mandated COVID-19 Vaccinations**
  Leading Age New Jersey & Delaware Joint Virtual Conference; June 16, 2021
- **Looking Back, Going Forward: Employment Law Issues that Need to be on Every Employer's Radar in 2021**

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Tri-State HRMA's The New Normal Virtual Conference; May 7, 2021

- **Family and Medical Leave under the Americans with Disabilities Act**
  Virtual HR Roundtable for LeadingAge New Jersey & Delaware; January 20, 2021
- **Top 10 Tips for Employers To Avoid Employee Claims in the Age of COVID-19**
  LeadingAge New Jersey & Delaware Annual Meeting; October 20, 2020
- **NY Federal Judge Strikes Down COVID-19 Paid Leave Regulation – What Now?**
  Virtual HR Roundtable with LeadingAge New Jersey & Delaware; August 19, 2020
- **Getting Out of The Weeds: An Employer's Guide to Navigating Marijuana Laws and the Workplace**
  New Jersey Leading Age Conference; June 12, 2019
- **How to Prevent #MeToo from Becoming #YouToo**
  Marcum Construction Summit, 2018

Publications

- **Everything You Need to Know About the FTC Rule Banning Non-Compete Agreements**
  Hotel Business Review, June 2024
- **Immigration Law for Agricultural & Seasonal Workers, with Misty Wilson Borkowski**
  HBS *Litigators Lounge* Podcast; May 14, 2024
- **The FTC Torpedoes Non-Competes**
  HBS *Litigators Lounge* Podcast; May 1, 2024
- **Let the Competition Begin! Everything You Need to Know About the FTC Rule Banning Non-Compete Agreements**
  HBS Employment Updates Blog; April 25, 2024

More +

- **Immigration Law for Employers, with Misty Wilson Borkowski**
  HBS *Litigators Lounge* Podcast; April 18, 2024

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- **Ending Women's History Month with a Trailblazing Woman: An Interview with Teresa Tomlinson**
  HBS *Litigators Lounge* Podcast; March 26, 2024
- **Equal Pay Day and the Ongoing Quest for Pay Equity**
  HBS *Litigators Lounge* Podcast; March 12, 2024
- **“Because of Sex” – Looking Back at 60 Years of Gender Discrimination and Title VII**
  HBS *Litigators Lounge* Podcast; February 28, 2024
- **The Legal Tightrope: Navigating Employee Social Media Use in the Workplace**
  Hotel Business Review, February 2024
- **Employee or Independent Contractor?: Analyzing New Department of Labor Guidelines**
  HBS *Litigators Lounge* Podcast; January 31, 2024
- **"I Want Sundays Off!" Religious Accommodations in the Workplace**
  HBS *Litigators Lounge* Podcast; January 16, 2024
- **The U.S. Department of Labor has Finalized its New Independent Contractor Rule: Here’s What it Means for Your Business**
  HBS Employment Updates Blog, January 12, 2024
- **Likes, Loves, Tweets, and Pics: Social Media in the Workplace**
  HBS *Litigators Lounge* Podcast; January 2, 2024
- **Remote Work, Mandated Returns, and Reasonable Accommodations**
  HBS *Litigators Lounge* Podcast; December 19, 2023
- **Key NLRB Decisions Shaping Labor Relations in 2023**
  Hotel Business Review, December 2023
- **When Free Speech Clashes with Anti-Discrimination Laws**
  Hotel Business Review, October 2023
- **You’ve Been Warned – What You Need to Know about New Jersey’s Expanded WARN Act**
  HBS Employment Updates Blog; May 8, 2023
- **Non-Disparagement & Confidentiality Clauses Are Illegal in Severance Agreements, NLRB Rules**
  HBS Employment Updates Blog; February 23, 2023
- **Ten States Sue to Stop The CMS Vaccine Mandate for Healthcare Workers**
  HBS Employment Updates Blog, November 2021

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- **DOL Publishes Long Overdue COVID Safety Rules For Health Care Settings**
  HBS Employment Updates Blog, June 2021
- **Unionization Efforts in the Time of Covid-19**
  Tampa Bay Business Journal, April 2021
- **Can Employers Mandate Arbitration of NJLAD Claims? The Monmouth County Superior Court Says Yes**
  HBS Employment Updates Blog, March 2021
- **Employer-Mandated Vaccination of the Health Care Workforce to Mitigate the COVID-19 Pandemic**
  Hall Booth Smith, October 2020
- **New York Federal Judge Strikes Down Several Key Parts Of COVID-19 Paid Leave Regulation Including The Definition Of 'Health Care Provider**
  HBS Employment Updates Blog, August 2020
- **The Health Care Provider Exemption To Emergency Paid Sick Leave In The Families First Coronavirus Act**
  HBS Employment Updates Blog, April 2020
- **What Is Really In Congress' Emergency Coronavirus Bill? Here's What You Need To Know**
  HBS Employment Updates Blog, March 2020
- **Coronavirus and the Workplace: Fast Facts For Employers**
  HBS Employment Updates Blog, March 2020
- **Healthcare Employers' Title VII Obligations To Prevent And Remedy Harassment And Discrimination Extends To Patients**
  HBS Employment Updates Blog, November 2019
- **New Jersey's Wage Theft Act Just Stiffened Fines And Penalties Against Employers That Don't Pay Proper Wages – A Lot!**
  HBS Employment Updates Blog, August 2019
- **New York Lawmakers Have Passed Stricter Workplace Harassment Laws (Again) Making It Easier To Bring Claims**
  HBS Employment Updates Blog, June 2019
- **New Jersey Has Outlawed Confidentiality Provisions In Employment Discrimination Settlements**
  HBS Employment Updates Blog, April 2019
- **New Jersey Becomes Tenth State to Provide Workers with Paid Sick Leave**

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Hall Booth Smith, 2018

In the Press

Litigators Lounge: The Rapidly-Evolving Landscape of Employment Law in 2025

February 19, 2025

In this episode of Litigators Lounge, hosts Jackie Voronov & Shylie Bannon discuss the major shifts in employment law for 2025.

Read Full Article

Everything Employers Need to Know About the New Paid Prenatal Leave Law in New York

December 27, 2024

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The first of its kind, a paid prenatal leave law, is here, and while it’s great news for soon-to-be parents, it comes with responsibilities employers will want to get right. In this article, we break down all the must-know details, so you’re prepared to support your team and stay compliant.

Read Full Article

Litigators Lounge: Supreme Shakeup – What Overruling the Chevron Doctrine Means

August 22, 2024

The hosts dive into the recent Supreme Court decision to reject the Chevron doctrine, which had previously given federal agencies deference in interpreting ambiguities in statutes.

Read Full Article

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Hotel Business Review: Jacqueline Voronov on the FTC Rule Banning Non-Compete Agreements

July 19, 2024

Jacqueline Voronov recently offered insight into the FTC rule banning non-compete agreements in an article for the Hotel Business Review.

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Litigators Lounge: Immigration Law for Agricultural & Seasonal Workers, with Misty Wilson Borkowski

May 14, 2024

Immigration law expert and

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HBS Little Rock Partner Misty Wilson Borkowski rejoins the hosts to discuss the complexities of immigration with agricultural and seasonal workers.

Read Full Article

Litigators Lounge: The FTC Torpedoes Non-Competes

May 1, 2024

The hosts review the Federal Trade Commission's recent proposal to ban non-compete clauses and agreements and the implications doing so may have for employers.

Read Full Article

Let the Competition Begin! Everything You Need to Know About the FTC Rule Banning Non-

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Compete Agreements

April 25, 2024

On April 23, 2024, the United States FTC issued a sweeping final rule regarding the use of non-compete clauses in employment, creating new prohibitions and other changes to ongoing non-competes.

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Litigators Lounge: Immigration Law for Employers, with Misty Wilson Borkowski

April 18, 2024

The hosts welcome immigration law expert and HBS Little Rock Partner Misty Wilson Borkowski to discuss the complexities of immigration within employment law.

Read Full Article

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Litigators Lounge: Interview with Teresa Pike Tomlinson

March 28, 2024

This episode of Litigators Lounge brings Women's History Month to an end with special guest Teresa Pike Tomlinson, a partner in the HBS Columbus office.

Read Full Article

Litigators Lounge: Equal Pay Day & the Ongoing Quest for Pay Equity

March 14, 2024

Jacqueline Voronov and Shylie Bannon examine the state of gender pay equity in recognition of Equal Pay Day on their Litigators Lounge podcast.

Read Full Article

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Litigators Lounge: Looking Back at 60 Years of Gender Discrimination & Title VII

February 29, 2024

On the newest episode of Litigators Lounge, Paramus Partner Jacqueline Voronov and Jacksonville Partner Shylie Bannon celebrate the start of Women's History Month by discussing the history of Title VII of the Civil Rights Act of 1964.

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Hotel Business Review: Jacqueline Voronov on Employee Social Media Use in the Workplace

February 7, 2024

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Paramus Partner Jacqueline Voronov recently published an article for Hotel Business Review that discusses the legal implications hotels and hospitality companies need to navigate with employee's use of social media.

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Litigators Lounge: Analyzing New Department of Labor Guidelines

February 1, 2024

This episode discusses the recently announced final rule by the U.S. Department of Labor on the classification of a worker as either an employee or independent contractor.

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Litigators Lounge: Religious Accommodatio

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n in the Workplace

January 17, 2024

In the newest episode of Litigators Lounge, Jacqueline Voronov and Shylie Bannon discuss the implications of the Supreme Court ruling, Groff v. DeJoy, on employer handling of religious accommodations in the workplace

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The U.S. Department of Labor has Finalized Its New Independent Contractor Rule: Here's What It Means for Your Business

January 12, 2024

The DOL announced its Final Independent Contractor Rule that defines whether a worker is considered an employee or

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independent contractor under the FLSA

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Litigators Lounge: Social Media in the Workplace

January 12, 2024

In episode 3 of Litigators Lounge, Partners Jacqueline Voronov and Shylie A. Bannon consider various challenges related to social media usage in the workplace

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Litigators Lounge: Remote Work, Mandated Returns, & Reasonable Accommodations

January 9, 2024

On this episode of Litigators Lounge, Paramus Partner Jacqueline Voronov and Jacksonville Partner Shylie

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Bannon discuss the complex legal and workplace dynamics surrounding return to office mandates, remote and hybrid work models, and the Americans with Disabilities Act

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HBS Partners Shylie A. Bannon & Jacqueline Voronov Host New Podcast 'Litigators Lounge'

December 20, 2023

Hall Booth Smith is proud to announce the launch of its new podcast Litigators Lounge, hosted by Partners Shylie A. Bannon and Jacqueline Voronov

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Hotel Business Review: Jacqueline

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Voronov on Key NLRB Decisions Shaping Labor Relations in 2023

December 7, 2023

In an article published in December 2023 in the Hotel Business Review, Paramus Partner Jacqueline Voronov discusses key decisions by the National Labor Relations Board (NLRB) which have shaped labor relations in 2023 and beyond. “While the NLRB's commitment to protecting employee rights is essential, it is crucial to recognize that a one-sided, employee-centric approach

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Hotel Executive: Jacqueline Voronov on 303 Creative, Free Speech, & the

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Hospitality Industry

October 10, 2023

In an article published in October 2023 in HotelExecutive, Paramus Partner Jacqueline Voronov discusses the 303 Creative decision and analyzes its impact on the hospitality industry. “The decision's implications can vary, as states have their own anti-discrimination laws and legal interpretations. Some states may use the decision to uphold strong anti-discrimination protections, while others might

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Part B News: Jacqueline Voronov on Remaining Mask Mandates & Enforcement

June 5, 2023

In an article published on May 18, 2023, in Part B News, Paramus Partner Jacqueline

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Voronov shares her insight about remaining masks mandates after the end of the COVID-19 Public Health Emergency on May 11. Jacqueline says that practices cannot selectively enforce their requirements, commenting, “If you’re going to say, for example, dietary doesn’t have

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You’ve Been Warned – What You Need to Know about New Jersey’s Expanded WARN Act

May 8, 2023

On January 10, 2023, Governor Murphy signed legislation significantly amending the NJ Warn Act, which became effective April 10, 2023. The most important changes are as follows…

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Non-Disparagement & Confidentiality Clauses Are Illegal in Severance Agreements, NLRB Rules

February 23, 2023

Companies that make former workers promise not to disparage their former employers in exchange for a severance payment are breaking federal law, the National Labor Relations Board (NLRB) ruled Tuesday. What's more, it is also illegal to prevent employees from disclosing the terms of their severance packages, the NLRB said. Background Numerous companies tender severance

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U.S. News & World Report: Jacqueline

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Voronov on Understanding COVID Vaccine Mandates in Nursing Homes

October 28, 2022

In a story published in U.S. News & World Report about the status of COVID-19 vaccines in nursing homes, Jacqueline Voronov, New Jersey-based partner at Hall Booth Smith, said the vaccine mandate does not apply to nursing home residents, although nursing homes are obligated to make it available to them. Voronov represents management in a

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Reuters: Jacqueline Voronov on Company Rights to Terminate

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Unvaccinated Employees

January 7, 2022

In a Reuters' article examining a decision by Citigroup Inc. to terminate U.S. employees not vaccinated by January 14, 2022, Hall Booth Smith Partner Jacqueline Voronov said it is well within the company's right to do so, citing the courts' upholding of private employer mandates in a tidal wave of claims from staff refusing to

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Ten States Sue To Stop The Cms Vaccine Mandate For Healthcare Workers

November 17, 2021

Written by: Jacqueline Voronov, Esq. And the legal challenges to President Biden's vaccine mandate keep on coming… Missouri, Iowa and a coalition of eight (8) other states have filed a

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lawsuit against President Joe Biden and key administration officials over the CMS requirement that health care workers must be vaccinated against COVID-19 as a condition

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DOL Publishes Long Overdue COVID Safety Rules For Health Care Settings

June 22, 2021

Written by: Jacqueline Voronov, Esq and Robert Romeo It has been well over a year since the start of the coronavirus pandemic, and the Department of Labor ("DOL") has finally issued its highly anticipated COVID workplace safety rules. In January 2021, President Joe Biden issued an Executive Order ordering the DOL to consider issuing an

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Tampa Bay

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Business Journal: Ryan Rivas & Jacqueline Voronov on Unionization Efforts in the COVID-19 Era

April 21, 2021

In an article published online and in print in the Tampa Bay Business Journal on April 16, 2021, Partners Ryan Rivas and Jacqueline Voronov discuss unionization efforts in the COVID-19 era. “The challenges faced by employers due to COVID-19 have emerged as fresh opportunities for unions to galvanize employees more easily than ever before,” the

Read Full Article

Can Employers Mandate Arbitration of NJLAD Claims? The

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Monmouth County Superior Court Says Yes

March 18, 2021

Written by: Jacqueline Voronov, Esq. and Joseph A. Keane, Esq. A recent New Jersey Superior Court decision held that the Federal Arbitration Act ("FAA") trumps the 2019 Amendment to the New Jersey Law Against Discrimination ("NJLAD") that purported to ban mandatory pre-dispute employment arbitration agreements. Back on March 18, 2019, New Jersey Governor Phil Murphy

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"Employers in Wait-and-See Mode Over Possible DOL Guidance on Refusal to Work," Society for Human

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Resource Management

February 23, 2021

In an article published by the Society for Human Resource Management on February 12, 2021, Partner Jacqueline Voronov is quoted discussing employees' rights to refuse unsafe work and still receive unemployment compensation under a proposal in the Biden administration's January 22 Executive Order. But legal experts have expressed concern that the guidance could lead to

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Society for Human Resource Management: Jacqueline Voronov on Employee Rights to Refuse Unsafe Work &

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Consequences

February 12, 2021

In an article published by the Society for Human Resource Management on February 12, 2021, Partner Jacqueline Voronov is quoted discussing employees' rights to refuse unsafe work and still receive unemployment compensation under a proposal in the Biden administration's January 22 Executive Order. But legal experts have expressed concern that the guidance could lead to

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New York Federal Judge Strikes Down Several Key Parts of COVID-19 Paid Leave Regulation Including The Definition of "Health Care

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Provider”

August 5, 2020

Written by: Jacqueline Voronov, Esq. and Jeffrey M. Daitz, Esq. In a very pro-employee ruling, the U.S. District Court for the Southern District of New York struck down four (4) key provisions of the U.S. Department of Labor’s (“DOL”) regulations implementing the paid leave provisions of the Families First Coronavirus Response Act (“FFCRA”). The August

Read Full Article

The Health Care Provider Exemption to Emergency Paid Sick Leave in the Families First Coronavirus Act

April 13, 2020

Written by: Jacqueline Voronov, Esq. and Jeffrey M. Daitz, Esq. On March 18, 2020, President Trump signed

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the Families First Coronavirus Response Act (“FFCRA”) into law. The FFCRA modified the Family and Medical Leave Act (FMLA) and created a new paid sick leave policy to assist workers who contract COVID-19, are caring for family members with

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WHAT IS REALLY IN CONGRESS’ EMERGENCY CORONAVIRUS BILL? HERE’S WHAT YOU NEED TO KNOW

March 17, 2020

Written by: Jacqueline Voronov, Esq., Jeffrey M. Daitz, Esq., and Christopher Eads, Esq. Perhaps bipartisan bills really do exist? On March 14, 2020, the House of Representatives passed the Emergency Families First Coronavirus Response Act (“EFCRA”), a sweeping bill aiming to soften the economic blow that many Americans are expected to

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feel as stores close,

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Coronavirus & the Workplace: Fast Facts for Employers

March 10, 2020

Written by: Jacqueline Voronov, Esq. and Jeffrey M. Daitz, Esq. The coronavirus (COVID-19) outbreak that originated in Wuhan, China has spread to at least 95 countries and has sickened more than 100,000 people, leading to increased anxiety and confusion across the globe. Amidst fears of potential business disruption, the spread of this novel virus serves

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Health Care Employers' Title VII Obligations to Prevent &

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Remedy Harassment & Discrimination Extend to Patients

November 27, 2019

Written by: Jacqueline Voronov, Esq. and Jeffrey Daitz, Esq. What You Already Know… Title VII of the Civil Rights Act of 1964 is a federal law that prohibits employers from discriminating against employees on the basis of sex, race, color, national origin and religion. It generally applies to employers with 15 or more employees, including federal, state

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Hall Booth Smith Hires Walker, Rotella as New Jersey Office Expands

September 19, 2019

SADDLE BROOK, N.J. – Sept. 19, 2019 – Hall Both Smith,

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P.C. is pleased to welcome two new associates as the newly opened Saddle Brook, New Jersey office expands to meet client needs. Danielle Walker is an Associate who focuses her practice on defending health care systems, physicians and other health care providers on long-term

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New Jersey's Wage Theft Act Just Stiffened Fines & Penalties Against Employers That Don't Pay Proper Wages – A Lot!

August 16, 2019

Written by: Jacqueline Voronov, Esq. and Jeffrey Daitz, Esq. Hey New Jersey business owners- listen up! The State of New Jersey wants you to know that it is definitely pro-employee when

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it comes to wage and hour laws. Under the robust new Wage Theft Act (S-1790), touted as the “toughest wage theft statute in the

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NEW YORK LAWMAKERS HAVE PASSED STRICTER WORKPLACE HARASSMENT LAWS (AGAIN) MAKING IT EASIER TO BRING CLAIMS

June 21, 2019

Written by: Jacqueline Voronov, Esq. The #TimesUp and #MeToo movements just bagged MAJOR wins in New York on Wednesday when state lawmakers passed sweeping anti-harassment legislation that will lower the bar for what qualifies as sexual harassment, among other things. These changes build on a slate of laws that Gov. Cuomo signed last year

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New Jersey Has Outlawed Confidentiality Provisions In Employment Discrimination Settlements

April 8, 2019

Written by: Jacqueline Voronov, Esq. and Jeff Daitz, Esq. That's right! Effective March 18, 2019, employment contracts, discrimination, harassment or retaliation related settlement agreements can no longer contain non-disclosure agreements ("NDAs") against the employee if it has the "purpose or effect of concealing the details relating to a claim of discrimination, retaliation, or harassment..." This warrants

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Hall Booth Smith Adds

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Daitz, Voronov as Partners in Growing New Jersey Office

April 8, 2019

SADDLE BROOK, N.J. – April 9, 2019 – Hall Booth Smith, P.C. welcomes Jeffrey M. Daitz and Jacqueline Voronov as partners in a newly opened office in Saddle Brook, New Jersey, as the firm expands in the greater New York region. Daitz is Co-Chair of the firm's Labor and Employment Law Group and Co-Director of

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