

HALL BOOTH SMITH, P.C.



jdaitz@hallboothsmith.com

Partner

201.221.7013

[BIOGRAPHY](#) | [EXPERIENCE](#) | [CREDENTIALS](#) | [MEMBERSHIPS](#) | [RECOGNITION](#) | [PRESENTATIONS](#) | [PUBLICATIONS](#) | [IN THE PRESS](#)

Biography

Jeffrey M. Daitz is a Partner and Shareholder in our Philadelphia, Pennsylvania, office; Co-Chair of the Labor & Employment practice; and Co-Director of the Employment Practices Liability Insurance Defense Department.

He has more than two decades of experience in employment law, labor management relations, and alternative dispute resolution. Jeffrey's nationwide practice is focused on defending employers in Employment Practices Liability Insurance (EPLI) matters and Directors & Officers (D&O) claims, and he also serves as monitoring counsel on behalf of carriers. He is often brought in to coordinate local and co-counsel in multi-party and multi-jurisdiction litigation.

More +

Jeffrey specializes in litigation, mediation, arbitration, and investigation in all types of employment discrimination claims including sexual harassment, hostile work environment, whistleblower protection, retaliation, wrongful discharge, defamation, wage and hour collective/class action,

Services

[Arbitration & Mediation](#)

[Business Litigation](#)

[Data Privacy & Cybersecurity](#)

[Insurance Coverage](#)

[Labor & Employment](#)

Strategic Teams

[Coronavirus](#)

[Crisis Management](#)

[Outside General Counsel](#)

HALL BOOTH SMITH, P.C.

misappropriation and enforcement of restrictive covenants and trade secrets, and a variety of other employment related cases in federal and state courts, including appeals.

He also defends clients in administrative proceedings before the Equal Employment Opportunity Commission (EEOC) and other federal, state, and local employment practice agencies, as well as the federal and state Departments of Labor (WHD), Office of Federal Contract Compliance Programs (OFCCP), Office of Inspector General (OIG), Occupational Safety and Health Administration (OSHA), National Labor Relations Board (NLRB), US Department of Health and Human Services (HHS), US Department of Homeland Security (DHS), US Department of Justice (DOJ), and US Citizenship & Immigration Services (USCIS). Jeffrey also represents employers in labor-management disputes, including collective bargaining negotiations, handling administrative agency investigations and union organization campaigns.

Clients routinely engage Jeffrey for day-to-day management counseling on issues such as employee handbook and personnel policies; drafting offer letters and employment agreements; employee discipline and discharge protocols; preparing severance policies and separation agreements, interviewing and hiring; pay equity, social media compliance, and performance management; leaves of absence, accommodations, internal investigations and workplace complaints; benefits; corporate reorganizations; executive compensation; and diversity and inclusion topics.

Jeffrey is a frequent lecturer and guest speaker throughout the country on ever-changing employment laws and best practices. He also provides advice on risk management and loss control, such as comprehensive employment practices audits and both sexual harassment and other internal investigations. In addition, Jeffrey provides training and prevention counseling on topics such as EEO compliance for CEOs, Executive Directors, CFOs, Human Resources, Senior/Executive Management personnel, and In-House counsel.

He also works in tandem with the firm's Business Transaction Service advising on such topics as compliance with Worker Adjustment and Retraining Notification (WARN) and related plant closings/mass layoffs, executive employment agreement, and complex commercial litigation, including breach of

HALL BOOTH SMITH, P.C.

contract/fiduciary liability and fraud-related claims.

Jeffrey's clients include employers in for-profit and not-for-profit industries including health care institutions, construction, financial institutions, hedge funds, private equity funds, property management, insurance, technology, transportation, building services, hotel and hospitality, retail, manufacturing, power and energy, and pharmaceutical.

Jeffrey earned a Juris Doctor from Seton Hall University. He holds a Bachelor of Arts from Temple University where he majored in Accounting, Finance and Economics. He has been selected for inclusion in the list of New Jersey's Super Lawyers, honoring the top 2% of lawyers in New Jersey.

Experience

Labor & Employment

Jeffrey brings more than 30 years of experience in labor and employment law, arbitration and mediation, and insurance defense to Hall Booth Smith. He defends for-profit and nonprofit employers in a variety of claims such as harassment, whistleblowing, retaliation, wrongful discharge, defamation, misappropriation, and other matters before federal and state courts and in tribunals at the federal, state, and local levels. He also provides risk mitigation and best practices training for human resources professionals, executive management, and in-house counsel.

Credentials

Admitted

State Courts:

HALL BOOTH SMITH, P.C.

- New Jersey
- New York
- Pennsylvania

U.S. District Courts:

- U.S. District Court for the District of New Jersey
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Western District of New York
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. District Court for the Middle District of Pennsylvania

U.S. Courts of Appeals:

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

U.S. Supreme Court

Education

- J.D., Seton Hall University
- B.A., Accounting, Finance, & Economics; Temple University

Memberships

- American Bar Association, Labor & Employment Law Section
- DRI
- National Retail & Restaurant Defense Association:
Employment Practices Committee Co-Chair
- New Jersey State Bar Association, Labor & Employment Law
Section

More +

- New York State Bar Association, Labor & Employment Law
Section
- Pennsylvania State Bar Association, Labor & Employment
Law Section
- Professional Liability Underwriting Society (PLUS)

Recognition

- [New Jersey Super Lawyer](#), Super Lawyers®, 2013-2021

Presentations

- **Employment Updates**
2026 NRRDA Annual Conference; February 23-25, 2026
- **The Interplay Between The American With Disabilities Act and the Family and Medical Leave Act**
Georgia State Bar of Workers' Compensation; August 26, 2025
- **The EEOC Corral: Staying Ahead of the EEOC**
NRRDA Annual Conference; March 3, 2025
- **Legal Swords & Insurance Shields: A Lawyer's and Insurance Broker's Guide to Risk Mitigation**
LeadingAge 2024 Annual Meeting + EXPO; June 5, 2024
- **An Afternoon in HR**
HBS Helping Businesses Succeed Series; September 21, 2023
- **What Every Employer Needs to Know About the Impact of Recent NLRB Rulings and the Challenges Surrounding Immigration Compliance**
Leading Age 2023 Annual Meeting + EXPO; June 22, 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

More +

- **The Post-COVID Workplace - "Business as Usual" Looks a Little Different in 2022**
Tri-State HRMA Symposium, May 5, 2022
- **NO JAB, NO JOB!! Employer Mandated COVID-19 Vaccinations**
LeadingAge New Jersey & Delaware Joint Virtual Conference; June 16, 2021

HALL BOOTH SMITH, P.C.

- **Looking Back, Going Forward: Employment Law Issues That Need To Be On Every Employer's Radar in 2021**
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

Publications

- **[Navigating Political Discussions in the Workplace: Guidance for Employers and HR Professionals](#)**
HBS Employment Updates Blog; July 1, 2025
- **[Let the Competition Begin! Everything You Need to Know About the FTC Rule Banning Non-Compete Agreements](#)**
HBS Employment Updates Blog; April 25, 2024
- **[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 5, 2020
- **[The Health Care Provider Exemption To Emergency Paid Sick Leave In The Families First Coronavirus Act](#)**

HALL BOOTH SMITH, P.C.

HBS Employment Updates Blog; April 13, 2020

More +

- **[What Is Really In Congress' Emergency Coronavirus Bill? Here's What You Need To Know](#)**
HBS Employment Updates Blog; March 17, 2020
- **[Coronavirus and the Workplace: Fast Facts For Employers](#)**
HBS Employment Updates Blog; March 10, 2020
- **[Health Care Employers' Title VII Obligations to Prevent & Remedy Harassment & Discrimination Extend to Patients](#)**
HBS Employment Updates Blog; November 27, 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 16, 2019
- **[New Jersey Has Outlawed Confidentiality Provisions In Employment Discrimination Settlements](#)**
HBS Employment Updates Blog; April 8, 2019

In the Press

[“From Debate To Disruption: Managing Political Conversations At Work,” HR.com’s September](#)

2025 HR Legal & Compliance Excellence

September 9, 2025

HR.com has published an article by Jeffrey Daitz and Taylor Cross discussing how HR and employers can manage risks while fostering respectful dialogue when politics are discussed in the workplace.

[Read Full Article](#)

Navigating Political Discussions in the Workplace: Guidance for Employers and HR Professionals

July 1, 2025

As employees return to the office in greater numbers, many employers are facing an unexpected challenge: navigating increasingly polarizing political discussions

in the workplace. From global conflicts to domestic political unrest, today's charged socio-political climate is making its way into office conversations, sometimes with serious consequences.

[Read Full Article](#)

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

[Read Full Article](#)

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 independent contractor under the FLSA

[Read Full Article](#)

Construction Dive: Jeffrey Daitz & Joe Herbert on Ramifications of EEOC

HALL BOOTH SMITH, P.C.

Strategic Enforcement Plan

March 30, 2023

In an article published on March 28, 2023, in Construction Dive, Paramus Partner Jeffrey M. Daitz and Red Bank Partner Joseph F. Herbert III provide insight on the ramifications for the construction industry resulting from the Equal Employment Opportunity Commission's (EEOC) Strategic Enforcement Plan. If you start selectively enforcing the policy, that's a red flag,

[Read Full Article](#)

HBS Legal Trends: Jeffrey Daitz & Christopher Grosso

June 6, 2022

In the newest edition of the HBS Legal Trends podcast, HBS Paramus Partner Jeffrey M. Daitz was joined by Christopher Grosso, Partner and National Claim Advocacy

HALL BOOTH SMITH, P.C.

& Consulting Leader at
Conner Strong & Buckelew.

The pair discussed how they
use their respective expertise
in insurance brokerage and
employment to help
organizations limit potential
claims exposure.

[Read Full Article](#)

i Advance **Senior Care:** **Jeffrey Daitz** **on Best** **Practices in** **Senior Care** **Leadership** **Transitions**

May 6, 2022

Transitions in leadership can
be defining times for senior
care organizations. These
transitions can be difficult to
navigate, but upper-level
management play a key role
in how well staff are able to
adapt to the change. How
Leadership Transitions Effect
Senior Care Organizations
Good leaders bring stability
and morale to senior care
organizations. Jeffrey M. Daitz
is a partner

[Read Full Article](#)

HALL BOOTH SMITH, P.C.

HBS Adds Associate Aphrodite Hadjiloucas to New Jersey Office

April 25, 2022

Hall Booth Smith, P.C. (HBS) is delighted to welcome Aphrodite Hadjiloucas as an Associate to its growing office in Saddle Brook, New Jersey. Aphrodite focuses her practice on labor and employment law. Prior to joining HBS, she worked in the public sector, in the District of Columbia, where she advised on various matters pertaining to

[Read Full Article](#)

Modern Healthcare: Jeffrey Daitz on Factors Impacting Hospital System

HALL BOOTH SMITH, P.C.

Employment Negotiations

November 15, 2021

In a Modern Healthcare article, New Jersey-based Partner and Co-Chair of Hall Booth Smith's Labor & Employment Service Area Jeffrey M. Daitz explains the factors impacting employment negotiations between hospital systems and their workers. These tensions, which have been made worse by the uncertainties introduced by the COVID-19 pandemic, produce financial hardships for both sides.

[Read Full Article](#)

Four Hall Booth Smith Attorneys Honored in the 2021 New Jersey Super Lawyers Magazine

April 6, 2021

In the 2021 edition of the

HALL BOOTH SMITH, P.C.

New Jersey Super Lawyers magazine, the law firm of Hall Booth Smith (HBS) has once again been recognized for its outstanding legal work. Partners Jeffrey M. Daitz, Harry D. Norton, Jr. and Brian M. Murphy have all been named as Super Lawyers, and Attorney Brooke E. Reddin has been

[Read Full Article](#)

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

HALL BOOTH SMITH, P.C.

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 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

[Read Full Article](#)

HALL BOOTH SMITH, P.C.

HBS Partner **Jeffrey Daitz** **Recognized in** **2020 New** **Jersey Super** **Lawyers** **Magazine**

March 26, 2020

In the 2020 edition of the New Jersey Super Lawyers magazine, the law firm of Hall Booth Smith (HBS) has once again been recognized for its outstanding legal work as Saddle Brook Partner Jeffrey Daitz is listed as a Super Lawyer. This list seeks to recognize outstanding New Jersey attorneys from a variety of practice

[Read Full Article](#)

WHAT IS **REALLY IN** **CONGRESS'** **EMERGENCY** **CORONAVIRU** **S BILL?** **HERE'S WHAT**

HALL BOOTH SMITH, P.C.

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
feel as stores close,

[Read Full Article](#)

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

September 19, 2019

SADDLE BROOK, N.J. – Sept.
19, 2019 – Hall Booth Smith,
P.C. is pleased to welcome
two new associates as the
newly opened Saddle Brook,
New Jersey office expands to

HALL BOOTH SMITH, P.C.

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

[Read Full Article](#)

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 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

[Read Full Article](#)

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

[Read Full Article](#)

Hall Booth Smith Adds

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

[Read Full Article](#)

[Load More Posts](#)