

HALL BOOTH SMITH, P.C.



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Partner

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Biography

Jeffrey M. Daitz is a Partner and Shareholder in our Paramus, New Jersey, 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.

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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,

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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

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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

Jeff brings more than 20 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:

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- 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

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- 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

- **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

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- **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
- **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 &

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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

- **[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](#)**
HBS Employment Updates Blog; April 13, 2020

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- **[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](#)**

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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

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

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[Construction Dive: Jeffrey Daitz & Joe Herbert on Ramifications](#)

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of EEOC 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,

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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

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and National Claim Advocacy & 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.

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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

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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

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Modern Healthcare: Jeffrey Daitz on Factors Impacting Hospital

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System 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.

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

April 6, 2021

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In the 2021 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. 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

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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 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

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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

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[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

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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

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WHAT IS REALLY IN CONGRESS' EMERGENCY CORONAVIRU

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S 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 feel as stores close,

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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 Booth Smith, P.C. is pleased to welcome

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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 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 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 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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