

Emily J. Bordens

Principal

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Emily Bordens' practice concentrates exclusively in labor and employment law in New Jersey and New York. She represents employers in labor and employment matters under state and federal law, including, without limitation, discrimination, harassment, retaliation, wage and hour, disability, family medical leave, employment contract disputes, non-competition and trade secret protection, Title VII, wrongful termination, and whistleblower claims.

Emily has successfully represented employers in employment and labor litigation, probable cause investigations and hearings in state and federal court, before the National Labor Relations Board, and before administrative agencies, including the Equal Employment Opportunity Commission, New York Division of Human Rights and New Jersey Civil Rights Division. Formerly a Human Resources professional, Emily regularly counsels employers on all aspects of employment law to help ensure employment law compliance and avoid costly litigation. Emily conducts investigations for employers into harassment, discrimination and whistleblower claims, and regularly trains supervisors and employees on labor and employment matters.

Before joining Bressler in 2008, Emily was a law clerk to the Honorable Ariel A. Rodríguez, P.J.A.D. (Ret.), (2006-2007). While at New England School of Law, she was a senior editor of the law school's *Journal of International and Comparative Law*. In 2006, she received the Senior Editor of the Year Award and published her note on *Privatization of Public Education: An Examination of U.S. and Canadian Policy and Trends Utilizing Vouchers That Indirectly Aid Sectarian Schools* in that *Journal's* 12th edition. During this period, she also completed a prestigious internship with the Equal Employment Opportunity Commission and, as a research assistant for Westlaw, assisted other students with legal research.

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AREAS OF PRACTICE

Employment Strategic Advice
& Counseling

Labor & Employment Law

Labor & Employment Litigation

Labor Law

Trade Secrets & Unfair
Competition

Transportation Negligence and
Counseling

Wage and Hour Law

EDUCATION

- New England School of Law,
J.D., 2006
- Rutgers College, Rutgers
University, B.A., *with
honors*, 2000

ADMISSIONS

New Jersey

New York

U.S. District Court, District of
New Jersey

U.S. District Court, Southern

News & Alerts

Are Noncompete Clauses Really Banned?
Alert, 02.21.2023

New Year Employment Law Updates for New Jersey Businesses
Alert, *Labor & Employment*, 01.31.2023

Third Circuit Affirms that Whistleblowers are not Insulated From Harassment Complaints
Alert, *Labor & Employment*, 10.19.2022

Updated Regulations concerning the "Display of Official Posters of the Division on Civil Rights"
Alert, *Labor & Employment*, 10.14.2022

New Jersey Supreme Court Weighs In: Complexities of Worker Classifications for Unemployment Fund Contributions Under New Jersey's "ABC" Test
Alert, *Labor & Employment*, 08.18.2022

Court Determines Federal Arbitration Act No Longer Preempts New Jersey Law Preventing Mandatory Arbitration in Sexual Harassment Cases
Alert, *Labor & Employment Law*, 07.08.2022

Third Circuit Court of Appeals Weighs in on Reasonable Accommodation in Religious Context
Alert, *Labor & Employment Law Alert*, 06.29.2022

Just Trucking Along: New Jersey Federal Court Rules Truck Drivers Were Misclassified as Independent Contractors
Alert, *Law Alert*, 06.16.2022

NYC Enacts Salary Transparency Law
Alert, *Labor & Employment Law Alert*, 05.18.2022

Speaking Engagements & Events

Big Changes to Noncompete Agreements and What You Need to Know to Protect Your Business
Webinar, 03.08.2023

MaryJane Dobbs to Speak at the 2022 DRI Trucking Law Seminar
Speaking Engagement, Austin, TX, 4.27.2022 - 4.29.2022

District of New York

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

Articles & Publications

NJ Cannabis Regulatory Commission Issues Interim Guidance Concerning Workplace Impairment Issues Alert, *Labor & Employment Law Alert*, 09.22.2022

Professional Affiliations

- New Jersey State Bar Association
- Morris County Bar Association
- Sidney Reitman Employment Law American Inn of Court
- Society for Human Resources Management
- Vice Chair of Membership, DRI, Trucking Law Committee

Awards & Honors

- Recognized on the *New Jersey Super Lawyers* "Rising Stars" List, 2013-2018

New Jersey Super Lawyers Rising Stars is conferred by Thomson Reuters. A description of the selection methodology is available [here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.