



Michael J. Wietrzychowski Partner

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Michael Wietrzychowski is a partner in the Firm's Labor and Employment Practices Group and serves as its Co-Chair. He has extensive national experience with all types of labor and employment matters - focusing his practice on representing corporations and select professionals before various federal, state, and local courts, as well as administrative tribunals such as the National Labor Relations Board, Equal Opportunity Employment Commission, Department of Labor, and various state agencies. Mr. Wietrzychowski represents clients in many industries, including healthcare, automotive, housing, manufacturing, pharmaceutical and chemical industries.

Mr. Wietrzychowski represents employers with significant labor matters, such as union-management arbitrations, collective bargaining agreement negotiations, National Labor Relations Board proceedings, including unfair labor practice charges and union representation elections, appeals of arbitration and NLRB decisions, employer relocations, downsizings, restructurings, mergers and acquisitions in a unionized environment, and union arbitration and litigation under ERISA. Mr. Wietrzychowski also represents employers with significant employment litigation matters, such as state and federal litigation under federal and state discrimination, harassment, OSHA, wage and hour laws, family and medical leave laws, disability laws (ADA), retaliation and CEPA ("whistleblower") claims, and business competition litigation, including injunctions to protect confidential employer information, enforcement of non-compete agreements, and matters involving employer "raiding."

Mr. Wietrzychowski counsels employers on a daily basis with various labor and employment issues geared towards early and cost-effective resolution and litigation avoidance. He frequently advises clients with crafting and implementing litigation avoidance strategies, drafting, implementing and updating human resources policies, management and employee training, and drafting and implementing employment, non-competition, and arbitration agreements. He also represents employers and select executive employees with developing exit strategies and reviewing severance agreements.

Mr. Wietrzychowski has served as City Solicitor for the City of Burlington, New Jersey, Solicitor for the Delran New Jersey Township Zoning Board, Co-Solicitor for the Mount Laurel Board of Education, and has served as a commercial Arbitrator for New Jersey courts. Mr. Wietrzychowski also has been quoted in national publications such as *Businessweek*. Mr. Wietrzychowski has been named a "New Jersey Super Lawyer" for labor and employment law.

Representative Matters

- Obtained dismissal of multi-million dollar discrimination and breach of contract claims filed against large New Jersey healthcare network client.
- Obtained dismissal of EEOC and New Jersey state disability discrimination claims filed against international automobile industry client.
- Negotiated construction trade agreement with International Brotherhood of Teamsters for large Pennsylvania healthcare network client.
- Obtained dismissal of wrongful discharge claims filed against healthcare client at trial and appellate courts.
- Obtained dismissal of housing disability discrimination claims filed against multi-tenant housing client.
- Obtained dismissal of discrimination claims filed against international delivery and supply chain management client.
- Successfully secured reduction of OSHA violations filed against international manufacturing client involving worker fatality.
- Obtained dismissal of wage and hour claims filed against large housing management client.
- Successfully settled unfair labor practice charges against national restaurant industry client.

Community and Pro Bono

- Mr. Wietrzychowski served as Chair and Vice Chair of Supreme Court of New Jersey District Ethics Committee in Burlington County, where he oversaw hearings and investigations addressing attorney misconduct and discipline. Mr. Wietrzychowski also provides counsel to various

nonprofits, and has assisted and led fundraising activities for various charities, such as the American Heart Association and the American Cancer Society.

Education

- Temple University Beasley School of Law, J.D., 1993
- University of Maryland, College Park, M.S., 1989
- Hartwick College, B.S., 1985

Bar Admissions

- Pennsylvania, 1993
- New Jersey, 1993

Court Admissions

- U.S. District Court for the Eastern District of Pennsylvania
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the District of New Jersey

Professional Affiliations

- Supreme Court of New Jersey, District Ethics Committee, vice chair
- New Jersey State Bar Association, member
- Burlington County Bar Association, member
- Burlington County Chamber of Commerce, Board Member, Director
- Burlington County Chamber of Commerce, Board of Directors' Liaison to the Labor and Employment Committee

Other Distinctions

- Selected by *Lawdragon* as one of the nation's top employment attorneys *
- Recognized as one of *South Jersey Magazine's* "Awesome Attorneys" for labor and employment law *
- Named a 'New Jersey Super Lawyer' for labor and employment law by *Super Lawyers*, a Thomas Reuters publication *
- *The Temple Law Review*, staff member and associate editor

**No aspect of this advertisement has been approved by the Supreme Court of New Jersey. Further information on methodologies is available via these links.*

Practices

- Emerging Companies
- Energy & Environmental
- Labor and Employment Counseling
- Labor and Employment Practices
- Litigation

Industries

- Parking