

SETH SPIEGAL

Counsel / Berkeley Heights

sspiegel@fordharrison.com / P: 973-646-7307



Seth Spiegel's legal practice is focused on the representation of management clients in labor and employment law matters.

Seth routinely represents employers in federal and state courts and before administrative agencies in matters such as employment discrimination lawsuits, whistleblower litigation, wage and hour class and collective actions, unfair labor practice charges, and noncompete proceedings. He also provides day-to-day advice to employers on their legal obligations throughout the employment relationship.

In addition to his practice, Seth has authored multiple articles on various labor and employment topics. Before entering private practice, he served as a law clerk to the Honorable James F. McClure, Jr. of the United States District Court for the Middle District of Pennsylvania.

Representative Experience

- » Obtained a defense verdict in a four-week jury trial on a race discrimination claim. Prevailed on appeal.
- » On behalf of an international pharmaceutical company, obtained a federal court ruling vacating a labor arbitration award due to the arbitrator's disregard of a collective bargaining agreement's "zipper clause." Negotiated a favorable settlement while the Third Circuit appeal was pending.
- » Persuaded trial court to vacate a disciplinary arbitration award, on the grounds that the arbitrator applied the incorrect standard of proof.
- » Defeated multiple court actions by unions seeking to vacate labor arbitration awards in favor of employers on issues relating to discipline and contract interpretation.
- » Secured several broad protective orders in discovery disputes.
- » On multiple occasions, obtained the rare sanction of an

EDUCATION

- » Northeastern University School of Law (J.D., 2000)
- » University of Pennsylvania (B.A., 1997)

BAR ADMISSIONS

- » New Jersey
- » Pennsylvania
- » Massachusetts

COURT ADMISSIONS

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

award of counsel fees against the plaintiff.

- » Achieved a favorable New Jersey Supreme Court ruling in a case relating to serviceperson discrimination.
- » Successfully appealed multiple unemployment compensation determinations, ensuring that employees involved in criminal activity against the employer were ruled ineligible for benefits.
- » Obtained a critical ruling from a federal court that the Federal Rules of Civil Procedure, rather than the Hague Convention, applied to depositions of witnesses located in India.

Honors & Awards

- » "New Jersey Rising Stars," *Super Lawyers* magazine (2013-2014)

Offices

- » *Berkeley Heights:*
300 Connell Drive
Berkeley Heights, New Jersey 07922