



## Jedd Mendelson

Shareholder

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## Focus Areas

Unfair Competition and Trade Secrets  
Litigation and Trials  
Discrimination and Harassment  
Labor Management Relations  
Business Restructuring and M&A

## Overview

Jedd Mendelson focuses his practice exclusively on representing management in labor and employment matters, including:

- Traditional labor relations
- Union avoidance
- Collective bargaining
- Restrictive covenant, non-competition and trade secret cases
- Employment discrimination
- Whistleblower
- Wrongful discharge lawsuits

He has also handled labor relations lawsuits involving applications for restraining orders and injunctive relief. Jedd has appeared before the National Labor Relations Board, federal and state courts, and arbitrators and has tried a number of cases to juries. He has defended discrimination charges before the Equal Employment Opportunity Commission, the New Jersey Division on Civil Rights, and the New York State Division of Civil Rights. He has specific experience with claims arising under:

- Title VII
- The Age Discrimination in Employment Act

- The New Jersey Law Against Discrimination
- The New Jersey Conscientious Employee Protection Act
- The National Labor Relations Act
- The Labor Management Relations Act

Jedd's practice also includes employment counseling and diversity training, as well as advising companies with respect to work force strategy issues arising out of mergers, acquisitions, and other business ventures. Additionally, he is a frequent speaker before trade and human resource groups. Most frequently, Jedd works with clients such as manufacturers, distributors, hotels and restaurants.

He has first-chaired numerous jury trials, with successful outcomes in:

- A double plaintiff sexual harassment case
- A case alleging that a union violated a strike injunction
- A wrongful discharge and age discrimination case that was affirmed on appeal
- A wrongful discharge case involving religious discrimination and harassment

He also obtained a favorable settlement for a client in a case involving retaliation, whistleblowing and disability and workers' compensation claims in which the court vacated an adverse jury verdict on the grounds of fraud and perjury.

In bench trials, Jedd has secured injunctions on behalf of his clients in matters involving picketing and he prevailed in a case involving back contributions for employees who fell within a coverage provision of the collective bargaining agreement, but had disclaimed coverage. Additionally, he has been involved with numerous restrictive covenant cases, representing both plaintiffs seeking enforcement and defendants attempting to block enforcement, in which preliminary injunctions and temporary restraining orders were granted or denied in favor of his clients.

Among his other successes, Jedd secured summary judgments and dismissals in:

- An FLSA claim that was affirmed on appeal
- Claims under the Fair Labor Standards Act and ERISA
- Cases involving racial, ethnic, and sexual orientation discrimination
- A class action brought under the FLSA
- A claim of breach of implied employment contract
- A case involving intentional infliction of emotional distress, negligent surveillance and detainment and breach of contract

## Recognition

- Named, The Best Lawyers in America<sup>®</sup>, 2007-2022

\* For information about the standards for inclusion in Best Lawyers in America, please see <https://www.bestlawyers.com/about/MethodologyBasic.aspx>.

## Education

J.D., University of Michigan Law School

B.S., Cornell University School of Industrial and Labor Relations

## Bar Admissions

New Jersey

New York

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 3rd Circuit

U.S. District Court, District of New Jersey

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

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

U.S. District Court, Western District of Michigan

## Publications & Press

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Arbitration is Alive and Well**

*New Jersey Business Magazine*

February 1, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**New Jersey Governor Expected to Sign Expansive Equal Pay Bill**

*Littler ASAP*

March 28, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Employers in Newark, New Jersey Must Comply with a New Ordinance Broadly Restricting Their Discretion to Rely on Criminal Records for Employment Purposes**

*Littler Insight*

October 22, 2012

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**New Jersey Trade Secrets Act Signed Into Law**

*Littler Insight*

January 24, 2012

**New Jersey Trade Secrets Act Signed Into Law**

*Littler ASAP*

January 24, 2012

**Arbitration of Restrictive Covenant Disputes: Awards and Enforcement**

*Littler ASAP*

October 23, 2011

**When Garden Leave Clauses Are Most Effectively Used and How to Enforce Them**

*Littler ASAP*

October 6, 2011

**Arbitration of Restrictive Covenant Disputes: Is It Really More Efficient?**

*Littler ASAP*

October 6, 2011

**Arbitration of Restrictive Covenant Disputes: Panacea or Problem?**

*Littler ASAP*

September 28, 2011

**How Paying Departing Employees to "Tend the Garden" Can Benefit an Employer's Business**

*Littler ASAP*

September 28, 2011

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Littler Press Release*

September 12, 2011

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Littler Press Release*

August 9, 2010

## **Speaking Engagements**

**Restrictive Covenants and Proprietary Information: Avoiding Pitfalls, Recent Legal Developments and Consideration of Arbitration as a Lower-Cost Alternative**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**2017 Hot Topics in Employment & Labor Law**

Newark, NJ

May 2, 2017