



## Francis A. Kenny

Of Counsel

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## Practice Areas

Litigation and Trials  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Investigations  
Appellate

## Overview

Francis A. Kenny represents employers in all aspects of employment litigation, with a focus on defending discrimination, harassment, whistleblowing and retaliation claims. In addition to his litigation practice, Fran counsels employers on various human resource and labor-related issues. As an appellate practitioner, Fran has assisted in the preparation of legal briefs before the U.S. Supreme Court, the U.S. Court of Appeals for the Third Circuit and the Superior Court of New Jersey, Appellate Division.

Prior to joining Littler, Fran represented public and private employers and management at a highly regarded regional law firm. Fran also served as a law clerk to the Hon. Carmen Messano, Presiding Judge of the Superior Court of New Jersey, Appellate Division. In law school, Fran participated in Seton Hall University School of Law's Civil and Constitutional Litigation Clinic.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Association of the Federal Bar of New Jersey
- Member, New Jersey State Bar Association
- Member, Hudson County Bar Association
- Commissioner, Hudson County Planning Board

## Education

J.D., Seton Hall University School of Law, 2015

B.A., St. Joseph's University, 2009

## Bar Admissions

New Jersey

## Courts

U.S. District Court, District of New Jersey

## Publications & Press

### **N.J. Legislature Tells Employers to Be Transparent About Pay, Promotions**

*SHRM*

October 8, 2024

### **New Jersey Legislature Tells Employers: No Transparency? No Doing Business Here!**

*Littler ASAP*

September 30, 2024

### **Treasury Department Issues Guidance on the Inflation Reduction Act's Prevailing Wage and Apprenticeship Requirements**

*Littler ASAP*

December 1, 2022

### **New Jersey Joins the Trend of Increasing Privacy Protections for an Employee's Location**

*Littler ASAP*

March 30, 2022

### **New Jersey Law Allows Labor Commissioner to Audit Federally Regulated Apprenticeship Programs and Strip Affected Contractors of the Right to Perform Public Work**

*Littler ASAP*

January 18, 2022