

## Tedd J. Kochman

Shareholder

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## Practice Areas

Labor Management Relations  
Discrimination and Harassment  
Handbooks and Policies  
Leave and Accommodation  
Wage and Hour

## Overview

Tedd J. Kochman has spent his entire legal career as a management-side labor and employment law practitioner, representing both large and small companies in connection with a wide array of labor and employment matters. His practice encompasses all aspects of traditional labor law, day-to-day employment law and human resources counseling, handling workplace training activities and compliance, and involvement with employment discrimination litigation.

By way of example, in his traditional labor law practice, he handles:

- All aspects of defending against union organizing drives, including representation elections and proceedings
- All aspects of practice/procedures before the National Labor Relations Board, including unfair labor practice matters
- Collective bargaining of labor contracts and negotiations
- Labor arbitrations and mediations
- Labor law compliance training of supervisors
- Strategizing and devising long-term labor strategies for union and non-union enterprises
- Addressing and implementing reductions-in-force, successorship issues, related corporate restructuring matters, and double-breasting of operations and other such issues

In his counseling practice, Tedd advises management on:

- Daily labor and employment matters

- Discipline and discharge decisions
- Personnel file documentation
- Wage and hour issues
- Handbooks
- Personnel policies and workplace guidelines
- Workplace training materials
- Hiring packets
- Job descriptions
- Background check issues
- Drafting workplace standards and state and federal law compliance

Additionally, Tedd is an active speaker throughout the New York-New Jersey Tri-State area and provides workplace training on topics such as workplace compliance, anti-harassment; union avoidance; employment law standards, and wage and hour audits.

Tedd represents a broad spectrum of clients, including companies within such arenas as:

- Restaurant and hospitality
- Financial enterprises
- Transportation outfits, such as trucking, and bus and limousine companies
- Commercial and residential construction companies
- Lumber companies
- Casinos
- Mortgage, real estate and insurance companies
- Retail establishments

Tedd serves on Littler's Diversity and Inclusion Council. Prior to joining private practice, Tedd was a legal clerk to National Labor Relations Board member, Charles I. Cohen, in Washington, D.C. In law school, he was a member and articles editor of Georgetown University's *American Criminal Law Review*. He also was a member of Georgetown Law's Clinical Program.

## Professional and Community Affiliations

- Member, Executive Committee, Labor and Employment Section, New Jersey State Bar Association
- Member, NLRB (Region 22) Conference Planning Committee, New Jersey State Bar Association
- Member, New York State Bar Association
- Member, New York City Bar Association
- Member, Essex County Bar Association
- Former Chair, Department of Labor, New Jersey Employer's Council, Bergen County
- Former Chair, Department of Labor, New Jersey Employer's Council, Passaic County
- Member, Board of Directors, Bergen County Workforce Investment
- Certified Mediator, New Jersey State Court
- Former Vice-Chair, Labor and Employment Committee, Essex County Bar Association

## Recognition

- Named, The Best Lawyers in America® \*, 2015-2025
- Recipient, Client Service All-Star Award, *BTI Consulting Group*, 2022, 2024
- Ranked, Labor & Employment, *Chambers USA*, 2015-2024
- Named, Top 100 Labor Attorneys in America, *Labor Relations Institute*, 2007-2011
- Named, Rising Star\*\*, New Jersey, *Super Lawyers*, 2006-2011
- Named, Super Lawyer\*\*, New Jersey, *Super Lawyers*, 2006-2011
- Named, 40 Under 40, *NJBIZ Magazine*, 2009
- Named, Top 40 Under 40 Attorneys, *New Jersey Law Journal*, 2006
- Recipient, Outstanding Achievement Award, *Essex County Bar Association*, 2002
- Omicron Delta Kappa, Honor Society
- Order of Omega Honor Society

## Education

J.D., Georgetown University Law Center, 1995

B.A., Emory University, 1992, *Honors Program, summa cum laude, Phi Beta Kappa*

## Bar Admissions

New Jersey

New York

## Courts

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

## Publications & Press

### **Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

**Pencils, Paper, and Now NLRA Legal Protections – New General Counsel Memorandum Provides College Student Athletes with a Very Significant New “School Supply”**

*Littler ASAP*

October 1, 2021

**Viewpoint: NLRB General Counsel Urges Punitive Remedies Against Employers**

*SHRM Online*

September 16, 2021

**NLRB General Counsel Issues Memorandum Urging Regions to Seek Punitive Remedies Against Employers Found to Violate the NLRA**

*Littler ASAP*

September 14, 2021

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

*Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Press Release*

May 27, 2021

**Federal Court Applies FAA Preemption in Refusing to Enforce New Jersey’s Ban on Mandatory Arbitration of Discrimination, Retaliation and Harassment Claims**

*Littler ASAP*

April 1, 2021

**Littler Appoints New Leadership to Its Affinity Groups and Diversity & Inclusion Council**

*Press Release*

March 22, 2021

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

*Press Release*

August 20, 2020

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

*Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Press Release*

April 25, 2019

**New Jersey Enacts Bill Banning NDAs for Discrimination, Retaliation, and Harassment Claims . . . and Fundamentally Attacking Arbitration Agreements**

*Littler ASAP*

March 20, 2019

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

*Press Release*

August 15, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Press Release*

May 15, 2018

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

*Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Press Release*

May 26, 2017

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

*Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Press Release*

May 27, 2016

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

*Press Release*

August 18, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Press Release*

May 20, 2015

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

*Press Release*

August 18, 2014

**"Pay It Forward" - NLRB Changes Longstanding Policy to Permit Front Pay in Settlement Agreements**

*Littler ASAP*

January 24, 2013

**Employer Reminder: Section 303 Court Actions May be a Means to Circumvent NLRB**

*Littler ASAP*

April 26, 2012

**Board Holds Employer's Discovery Requests in Non-Board Litigation Violated NLRA**

*Littler ASAP*

September 2, 2011

**Ninth Circuit Endorses NLRB General Counsel's Procedural Authority to Seek 10(j) Injunctive Relief**

*Littler ASAP*

July 25, 2011

**Trio of Board Cases Continue Recent Trends**

*Littler ASAP*

April 25, 2011

**New NLRB Union Access Case Holds More than Meets the Eye**

*Littler ASAP*

November 18, 2010

**Seven Littler Mendelson Attorneys Named Among "Top 100 Labor Attorneys" in the U.S. by Labor Relations Institute**

*Press Release*

July 24, 2009

**Nine Littler Lawyers Top the List of U.S. Labor Attorneys**

*Press Release*

August 4, 2008

**Labor Relations Institute Names Littler Mendelson Lawyers as Top US Labor Attorneys**

*Press Release*

June 20, 2007

**Events & Speaking Engagements**

**2015 Tri-State Employer Conference**

New York, NY

November 5, 2015

**On the Cutting Edge of Corporate Protection**

Newark, NJ

October 26, 2012

**The Importance of Self-Auditing Your Company's Human Resources Policies**

Annual Conference - New Jersey Bankers Association, Atlantic City, NJ

October 21, 2011

**Active Ways to Prohibit Litigation**

An Ounce of Prevention is Priceless - Commerce and Industry Association of New Jersey, Paramus, NJ

June 1, 2011

**Protect Your Business: The Latest Developments in Employment & Labor Laws**

October 2, 2008