Ian W. Siminoff

Counsel

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Fox Rothschild LLP
ATTORNEYS AT LAW

Ian focuses his practice on representing employers in federal, state and administrative courts throughout the country. His experience includes the representation of employers in cases alleging sexual harassment, pregnancy, age, race, sex, disability and national origin discrimination, violation of non-compete and confidentiality agreements, and retaliation.

Ian also provides counseling to employers regarding employment discrimination, wrongful termination, family medical leave, disability law compliance, and wage and hour laws. Ian has extensive experience in conducting training with regard to harassment, discrimination, wage and hour issues, and hiring and disciplinary practices.

Honors and Awards

• Included in a list of New Jersey Super Lawyers in *New Jersey Monthly* (2012)
• Gambrell Professionalism Award
• Member, *Law Review*, College of William and Mary Law School
• Member, *Moot Court Bar*, College of William and Mary Law School

Practice Areas

- Labor & Employment
- Trade Secrets

Bar Admissions

- New Jersey
- New York

Education

- J.D., College of William and Mary Law School, 1997
- B.A., with high honors and distinction, University of Michigan, 1994

Court Admissions

- 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, Northern District of New York

Memberships

- American Bar Association
- New Jersey State Bar Association
- Society for Human Resource Management
- North Essex Chamber of Commerce
- Essex County Bar Association, Labor & Employment Law Committee Chair (2011-2012)

News

Co-author: "*Drawing The Line On Monitoring Employee Tech Use*," Law 360 (June 4, 2010)

"*Employers Must Wait and See If Class Action Fairness Act Delivers Relief*," Law.com (June 1, 2005)

Publications

By: "*New Jersey Supreme Court Holds that "Willful" OSHA Violation Does Not Remove Cloak of Protection Provided to Employers by Workers' Compensation Act*,"
Labor and Employment Alert (July 2012)

Author: "*Contractual Limits on Limitation Periods: Employers Battle Back*,"
New Jersey Law Journal (November 21, 2011)

Co-author: "*New Jersey Adopts Federal White Collar Exemptions*,"
Labor & Employment Department Alert (September 2011)

Author: "*New Jersey Supreme Court Says Resigning Whistleblowers Can Recover Lost Wages in the Absence of Constructive Discharge*,"
Labor & Employment Alert (June 2011)

Author: "*U.S. Supreme Court Holds Verbal Complaints Protected Under FLSA's Anti-Retaliation Provision*,"
Labor & Employment Department Alert (March 2011)

Author: "*New Law Makes It More Difficult for Discharged NJ Employees To Collect Unemployment Benefits*,"
Labor & Employment Department Alert (December 2010)

Author: "*New Jersey Supreme Court: Effect of Time-Barred Discriminatory Pay Decisions Can Constitute Timely, Actionable Wrongs*,"
Labor & Employment Department Alert (December 2010)

Co-author: "*Supreme Court Opines on Employee Privacy Rights in the Workplace*,"
Labor & Employment Department Alert (June 2010)

Co-author: "*New Jersey Supreme Court Opines on Workplace E-mail Policies*,"
Labor & Employment Department Alert (April 2010)

Author: "*Navigating the Maze of Offers of Judgment In Fee-Shifting Cases*,"
New Jersey Law Journal (January 25, 2010)

Author: "*The Boundaries Of Monitoring Employee E-Mail*,"
Law360 (October 22, 2009)

Author: "*What Every Government Contractor Should Know About the Labor Obligations Attached to Federal Stimulus Funds*,"
Labor & Employment Alert (March 2009)

Co-author: "*President Obama Signs Three Pro-Labor Executive Orders Governing Federal Contractors*,"
Labor & Employment Department Alert (February 2009)

Co-author: "*E-Verify for Federal Contractors Now Postponed Until May 21, 2009*,"
Labor & Employment Department and Immigration Practice Alert (January 2009)

Co-author: "*E-Verify for Federal Contractors Postponed Until February 20, 2009*,"
Labor & Employment Department and Immigration Practice Alert (January 2009)

Author: "*One Offensive Comment Sufficient to Preclude Dismissal of Homosexual Employee's Harassment Claim*,"
Labor & Employment Department Alert (August 2008)

Speaking Engagements/Events

Labor Law for the Non-Labor Employment Lawyer
(Speaker)
Presented by: Essex County Bar Foundation
Roseland, NJ
January 25, 2012

Legal Update
(Speaker)
Presented by: Morris County Society for Human Resource Management
Morristown, NJ
May 18, 2011

Harnessing the Benefits While Leveraging the Legal Risks of Social Media in the Workplace
(Presenter)
Presented by: Fox Rothschild, Strategy Group International
Webinar
May 17, 2011

Successful Business Strategies in the Age of New Media
(Speaker)
Presented by: American Business Associates
Fairfield, NJ
April 13, 2011

Successful Business Strategies in the Age of New Media
Presented by: Fox Rothschild and the North Essex Chamber of Commerce
Roseland, NJ
February 17, 2011

Discovery of Employees' Facebook and MySpace Profiles – Invasion of Privacy?
(Speaker)
Presented by: Morris County SHRM Legal Update
October 13, 2010

Wellness in the Workplace: Improve Your Business Health
Presented by: Morris County Society for Human Resource Management ("SHRM")
Morristown, NJ
March 10, 2010

Legal Update
(Speaker)
Presented by: Morris County Chapter of the Society of Human Resource Management
Morristown, NJ
November 11, 2009

Legal Update to the Morris County SHRM Chapter
(Speaker)
Morristown, NJ
March 11, 2009

Legal Update: New Changes to the FMLA and the Passage of the ADA Amendments Act
(Speaker)
Presented by: Greater Pocono Chamber of Commerce
Stroudsburg, PA
January 21, 2009