



## Ian D. Meklinsky

Partner

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Ian is a former Co-Chair of the firm's Labor & Employment Department and a former member of the Executive Committee.

He practices labor and employment law, representing employers across the country in both union and non-union contexts. He works closely with human resource professionals and in-house counsel to navigate the increasingly complex workplace-related rules and regulations mandated by the myriad of laws to provide creative, practical, cost-effective advice and solutions to employment issues.

In the unionized area, Ian focuses on:

- union avoidance/union organizing campaigns
- representation proceedings
- strikes, mass picketing, and union access disputes
- collective bargaining and contract administration
- arbitrations
- unfair labor practice proceedings

Ian also counsels and assists employers with respect to, among other things:

- development and implementation of personnel policies and procedures
- discipline and discharge of employees as well as employee leave issues
- development and administration of Affirmative Action Plans
- negotiation, drafting and enforcement of employment and severance agreements
- harassment avoidance and training

Additionally, a significant portion of Ian's practice includes:

- ensuring compliance through periodic labor and employment-relations audits
- court appearances and administrative hearings on a variety of subjects, including wrongful discharge, employment discrimination, occupational safety and health matters (OSHA), wage and hour disputes, unemployment compensation claims, non-compete, non-disclosure and trade secret disputes

In conjunction with the firm's Taxation & Wealth Planning Department, Ian provides advice with respect to tax implications of employment-related matters and provides extensive counseling and guidance on employee benefits.

## Services

- Labor & Employment
- Health Law
- Labor Management Relations
- Employee Benefits & Compensation
- Employee Privacy & Background Checks
- Employment Counseling, Policy Development & Audits
- Employment Litigation
- Employment Training
- Sexual Harassment Prevention Training
- Wage & Hour Law
- Workplace Safety & Health
- Trade Secrets & Restrictive Covenants
- Cannabis Law
- Transportation & Logistics

## Client Resources

### **The HR Workplace Audit**

A workplace audit is the first step in improving a company's human resources department. It allows a company to evaluate its current policies and practices to identify weaknesses or areas out of compliance. This eBook provides a guide to systematically review a company's preemployment, employment, post-employment, and other miscellaneous processes.

[View eBook](#)

### **Surviving the OSHA Inspection**

There are few things more disruptive and potentially damaging to an employer than an OSHA inspection of the employer's property. Whether the OSHA inspection concerns imminent danger, catastrophes and fatal accidents, employee complaints, a programmed inspection or follow-up inspection, properly handling an OSHA inspection is a crucial part of conducting any business.

[View eBook](#)

### **The Leave vs. Compensation Debate: How the FMLA, NJFLA, NJ SAFE Act, NJTDB, NJWCA, NJFLI and Employer PTO Policies Collide**

This e-Book is designed to provide a general overview of the following laws pertaining to employee leaves of absence: the federal Family and Medical Leave Act of 1993, the New Jersey Family Leave Act, the New Jersey Security and Financial Empowerment Act, the New Jersey Temporary Disability Benefits Law, the New Jersey Workers' Compensation Act, the New Jersey Family Leave Insurance Law, and the New Jersey Earned Sick Leave Law. Updated in 2023, this e-Book also includes discussion in broad terms of the interplay of these laws with each other and with employer leave of absence policies.

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### **Successful Employment Termination Strategies: How to Get Rid of the Troublesome Employee**

While litigation is often unavoidable and ultimate success can never be guaranteed, the simple truth is that practices and decisions that make sound, practical business sense are the most defensible in litigation. An employment termination decision is, simply, a business decision with potentially significant legal consequences that should be considered, made and implemented with the same degree of care that attends any other comparable decision.

[View eBook](#)

## Beyond Fox Rothschild

Ian was a Pupil and now is a Bencher of Southern New Jersey in the New Jersey State Bar Association/Labor & Employment Law Section, the Sidney Reitman Employment Law American Inn of Court, and was the Assistant Coordinator for the Camden County Bar Association for the 1994 New Jersey State Bar Foundation Vincent J. Apruzzese Mock Trial Competition. He is also a Fellow of The College of Labor & Employment Lawyers. He lectures frequently to various professional, civic and employer groups. Ian publishes on employment-related topics and is often quoted on these subjects. He is a contributing

author to the American Bar Association's treatise on The Fair Labor Standards Act, West Publishing's treatise on Advising Small Businesses, and the ALI-ABA Manual on Advising Clients.

## Honors & Awards

- **Selected to the *Chambers USA Guide* list of ranked attorneys for Labor & Employment - New Jersey (2013-2023)**  
*This award is conferred by Chambers & Partners. A description of the selection methodology is [available here](#). No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*

## Bar Admissions

- New Jersey
- Pennsylvania

## Court Admissions

- U.S. Court of Appeals, Third Circuit
- U.S. District Court, District of New Jersey
- U.S. District Court, Eastern District of Pennsylvania

## Education

- George Washington University Law School (J.D., 1991)
- George Washington University School of Business (B.A., *magna cum laude*, 1988)

## Memberships

- American Bar Association
- New Jersey State Bar Association; Past Chair as of May 18, 2021, Executive Committee member of the Labor & Employment Section
- Camden County Bar Association
- Mercer County Bar Association
- Sidney Reitman Employment Law American Inn of Court (Bencher and Former Executive Director of Southern New Jersey)
- Past Chair, Employment Law Group, Lexwork North America
- Vice President, Academy of New Jersey Management Attorneys
- Fellow, The College of Labor and Employment Lawyers

## Board of Directors

- Luther Rice Society, George Washington University
- The Joshua Kahan Fund
- Past member, Chamber of Commerce of Southern New Jersey
- Jewish Senior Housing & Healthcare Services of Southern New Jersey