



## **Kenneth A. Rosenberg**

Partner

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As a trusted legal adviser, Ken provides his clients with creative and practical solutions to resolve their labor and employment issues efficiently. He leads Fox Rothschild's Affirmative Action/OFCCP practice.

Ken practices labor and employment law, representing employers nationally in both union and non-union contexts. He works closely with business owners, human resource professionals and in-house counsel to ensure they are complying with the myriad of complex workplace-related rules mandated by federal and state law.

As head of the firm's AAP/OFCCP practice, Ken assists federal and state contractors:

- comply with the numerous affirmative action and equal employment opportunity laws and regulations;
- develop affirmative action plans and related documents; and
- navigate OFCCP audits.

For unionized employers, Ken represents his clients in collective bargaining, arbitration and unfair labor practice proceedings before the National Labor Relations Board, the New Jersey Public Employment Relations Commission, and the New York Public Employment Relations Board.

Ken also assists his clients in developing and implementing employee handbooks, personnel policies and procedures, and employment and severance agreements. He further provides day-to-day counseling and training to his clients in connection with all federal, state and local laws that impact the employment relationship including, but not limited to, disciplinary, leave and accommodation, wage and hour issues.

Ken aggressively defends his clients against claims of discrimination, harassment and retaliation in federal/state court and administrative tribunals.

### **Before Fox Rothschild**

Ken was employed by the Essex County Counsel's Office as an Assistant County Counsel. He is a former Associate General Counsel for the City of New York's Department of Citywide Administrative Services.

### **Beyond Fox Rothschild**

Ken is frequently engaged to educate business leaders and his peers on various labor, employment and affirmative action topics. Among the organizations Ken has presented to include the New Jersey Business and Industry Association, the New Jersey Department of Labor, the New Jersey Corporate Counsel Association, the New Jersey Institute for Continuing Legal Education, New Jersey Gasoline-Convenience-Automotive Association, the Public Employment Relations Commission's Annual Conference, the New Jersey Association of Counties' Annual Conference, the New York State Public Employer Labor Relations Association's Annual Conference and the Council on Education in Management.

Ken was recently appointed to the New Jersey State Bar Association's Labor and Employment Law Section Executive Committee. He serves as editor emeritus for the bar association's *New Jersey Labor and Employment Law Quarterly*.

### **Honors & Awards**

- Rated AV<sup>®</sup> Preeminent<sup>™</sup> by Martindale-Hubbell
- Selected as a "New Jersey Super Lawyer" (2018)
- Recipient, *New Jersey Law Journal's* "40 Under 40" award (2008)
- Selected as a "New Jersey Rising Star" by *New Jersey Monthly Magazine* and *Law & Politics Magazine* (2008 and 2009)
- Essex County Bar Association Young Lawyers' Achievement Award

### **Practice Areas**

- Labor & Employment
- Federal Government Contracts & Procurement
- Charter Schools
- Affirmative Action Programs & OFCCP Compliance
- Employment Class Actions
- Employment Counseling, Policy Developments & Audits
- Employment Training
- Labor Management Relations
- Administrative Law & Government Relations

### **Bar Admissions**

- New Jersey
- New York

### **Court Admissions**

- U.S. District Court, District of New Jersey
- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York

### **Education**

- Albany Law School (J.D., 1995)
- State University of New York at Albany (B.S., *cum laude*, 1992)



### **Memberships**

- Past President of the Essex County Bar Association
- New Jersey State Bar Association
- Sidney Reitman Employment Law American Inn of Court
- The National Industry Liaison Group
- Metropolitan YMCA of the Oranges, Human Resources Committee

### **Board of Directors**

- Jewish Community Foundation of Greater MetroWest New Jersey (Trustee)