



Nicole D. Espin

Associate

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Nicole handles a variety of litigation matters with a focus on employment litigation. She represents and advises private and public employers in matters involving wage and hour, discrimination, harassment, and other claims.

Nicole also frequently counsels clients on compliance with various federal, state and local employment laws.

Before Fox Rothschild

Nicole was a summer associate at Fox Rothschild. She held a variety of positions throughout law school including student attorney for the Rutgers Constitutional Rights Clinic, Judicial Intern for Honorable Michael A. Toto of the New Jersey Superior Court, research assistant for the Center for Diversity and Equality in Education, and law clerk for a small, New York City-based law firm.

Beyond Fox Rothschild

Nicole is an active volunteer with the Greater Philadelphia YMCA's Civic Engagement Program's Model UN and Youth & Government conferences.

Practice Areas

- Labor & Employment
- Employment Counseling, Policy Developments & Audits
- Employment Litigation
- Litigation
- Wage & Hour Law

Bar Admissions

- New Jersey

Education

- Rutgers Law School (J.D., *magna cum laude*, 2018)
 - Order of the Coif
- Rutgers University (B.A., *summa cum laude*, 2015)



Publications

August 7, 2020

Federal Court Strikes Down Provisions of Department of Labor Rule on Federal Paid Leave

July 13, 2020

OFCCP Issues Final Rule on TRICARE

June 15, 2020

EEOC Updates COVID-19 Guidance

June 8, 2020

OFCCP Issues Updated Voluntary Self-Identification of Disability Form

May 11, 2020

EEOC Delays EEO Data Reporting Requirements Until 2021

April 28, 2020

The OFFCP's Proposed Rule to End the Tricare Debate

Medical Economics

April 6, 2020

NJ Supreme Court Recognizes Medical Marijuana Discrimination

March 12, 2020

Guidance on NJ's Equal Pay Act Clarifies Key Factors for Pay Discrimination Claims

February 24, 2020

NJ Employers May Have to Cover Medical Marijuana Reimbursement for Those on Workers' Compensation

November 27, 2019

OFCCP Won't Use EEO-1 Component 2 Pay Data

November 7, 2019

Toxic Mold Allegation Unable to Expand Workers' Comp Intentional Wrong Exception

New Jersey Law Journal

October 2, 2019

EEOC Continues to Accept EEO-1 Component 2 Data After September 30 Deadline

July 23, 2019

NJ Supreme Court to Rule on Medical Marijuana Protections

July 23, 2019

NJ Poised to Crackdown on Employee Misclassification

May 1, 2019

Deadline Extended for EEO-1 Employee Pay Reporting

April 9, 2019



Fox Rothschild LLP
ATTORNEYS AT LAW

3,500 Federal Contractors May Face Affirmative Action Audits

April 3, 2019

NJ Employers May Face Discrimination Claims for Firing Medical Marijuana Users