

NICOLE FALCEY

Partner / Berkeley Heights
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Nicole has extensive experience representing management in a full range of employment matters, including discrimination, harassment and wrongful termination lawsuits, wage and hour compliance, whistleblower matters and counseling and litigation avoidance.

As lead counsel on numerous matters, Nicole has appeared on behalf of clients before both federal and state courts as well as federal, state and local agencies. The clients Nicole has represented operate in a variety of business sectors including the alcohol, restaurant, higher education, healthcare, and retail industries.

Prior to joining FordHarrison, Nicole was an associate at a large national general practice firm where she concentrated on complex employment and business litigation. While earning her J.D., she interned for the District Attorney's Office of the 17th Judicial District of Colorado and for the United States Attorney's Office, Criminal Violent Crimes Division in Salt Lake City. Nicole also worked for Chief United States District Judge Wiley Y. Daniel of the District of Colorado, as well as Judges Mark Hannen and Robert H. Russell II of the 18th Judicial District of Colorado Domestic Relations Division.

Representative Experience

- » Served as lead trial counsel and won a directed verdict in New Jersey State Court defending a national grocery chain in a breach of contract and breach of duty of fair representation lawsuit involving the alleged breach of a collective negotiations agreement by an employee
- » Successfully defended and obtained summary judgment on behalf of the American sector of an institutionalized religious organization filed by a member of the clergy alleging breach of contract and defamation in connection with his employment
- » Defended a University in a discriminatory pay claim brought

EDUCATION

- » University of Denver College of Law (J.D., 2011)
- » Boston College (B.S., 2006)

BAR ADMISSIONS

- » New Jersey
- » New York

COURT ADMISSIONS

- » U.S. District Court for the District of New Jersey
- » U.S. District Court for the Southern District of New York
- » U.S. District Court for the Eastern District of New York
- » New York State Courts
- » New Jersey State Courts

by a professor under the Diane B. Allen Equal Pay Act

- » Obtained a favorable global settlement on behalf of a leading multi-campus hospital in plaintiffs' claims of discrimination in violation of NJLAD

Honors & Awards

- » *Best Lawyers in America: Ones to Watch* - Commercial Litigation (2022-2023)
- » "New Jersey Rising Star" listed in *Super Lawyers* magazine (2022)
- » **Nicole was selected to the Rising Star list issued by Thomson Reuters. The selection methodology is found here. No aspect of this advertisement has been approved by the Supreme Court of New Jersey.*

News & Insights

- » January 31, 2024 - FordHarrison Announces Attorneys Selected to Serve as 2024 LCLD Fellow and Pathfinder
- » July 25, 2023 - New Jersey Issues New Proposed Regulations on the Temporary Workers Bill of Rights for Comment
- » May 25, 2023 - New Jersey DOL Takes Steps to Implement the Temporary Workers' Bill of Rights
- » April 21, 2023 - New Jersey's Temporary Workers' Bill of Rights is First in the Nation to Require Equal Pay for Temporary Workers
- » October 12, 2021 - New Jersey Expands Age Discrimination Protections

Events

- » December 13, 2023 - 2023 New Jersey Employment Law Update
- » June 14, 2023 - New Jersey's Temporary Workers Bill of Rights: Takeaways, Guidance, and Implementation - Complimentary Webinar

Offices

- » *Berkeley Heights:*
300 Connell Drive
Berkeley Heights, New Jersey 07922