

NICOLE M. FALCEY

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Nicole Falcey represents employers across the country in wage and hour class and collective actions, pay equity disputes, and complex employment litigation. She defends companies against claims under the Fair Labor Standards Act (FLSA), state wage and hour laws, and new pay transparency and equal pay statutes while also helping businesses avoid potential claims through strategic compliance counseling.

Nicole is known for her sharp judgment, practical approach, and ability to see the big picture. She understands that legal compliance doesn't happen in a vacuum — it has to work within the real-world demands of running a business. Clients rely on her to deliver strategies that protect them legally while supporting their broader business objectives.

In her litigation practice, Nicole has successfully protected companies against large-scale exposure and resolved complex multi-plaintiff actions across a range of industries. She also works closely with clients on pay audits, wage and hour risk assessments, and compliance programs to help them navigate the increasingly aggressive enforcement landscape.

Clients describe Nicole as perceptive, strategic, and relentlessly focused on practical solutions. Whether defending a lawsuit or building a compliance program, she brings a measured and tactical approach aimed at protecting her clients and positioning them for sustained success.

Nicole was selected as a 2024 Fellow of the Leadership Council on Legal Diversity (LCLD) and is active in attorney recruiting and mentoring within the firm.

Honors & Awards

- » Leadership Council on Legal Diversity (LCLD), 2024 Fellow
- » *Best Lawyers in America: Ones to Watch*
- » "New Jersey Rising Star" listed in *Super Lawyers* magazine

EDUCATION

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

BAR ADMISSIONS

- » New Jersey
- » New York
- » Connecticut

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
- » Connecticut State Courts

- » **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

- » SourceBook - Editor, FordHarrison's Labor & Employment Sourcebook, Pay Equity
- » May 23, 2025 - Noncompete News: New Jersey Introduces New Bill to Kill Noncompete Agreements
- » May 21, 2025 - Is Your Company Ready to Disclose Salary Information and Promotional Opportunities Under New Jersey's Pay Transparency Act?
- » December 23, 2024 - Nicole Falcey Awarded 2024 Atlas Award by Leadership Council on Legal Diversity
- » October 31, 2024 - Lassie Looking Peaked? NYC "Pawrents" May Soon be Entitled to Paid Leave for Pet Care

Events

- » June 25, 2025 - Navigating Pay Transparency: A National Approach to Compliance - Complimentary Webinar
- » November 25, 2024 - Are U.S. Employers Ready for a Right to Disconnect Law? - What U.S. Employers Need to Know – Complimentary Webinar
- » 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:*
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