

STEPHEN A. OLIWA III

Counsel / Berkeley Heights

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Stephen Oliwa's legal practice is focused on the representation of management in labor and employment law matters.

Stephen represents employers in various aspects of employment law, including cases involving discrimination, sexual harassment, wage and hour disputes, trade secrets, and the enforcement of restrictive covenants. He is dedicated to guiding clients through complex legal challenges with a strategic focus on achieving results and a strong commitment to advocacy.

Before joining FordHarrison, Stephen was an associate in the Newark and New York offices of a national general practice firm, representing employers in all aspects of employment law. Earlier in his career, Stephen served as a judicial law clerk for the Honorable Karen L. Suter, J.A.D., at the Superior Court of New Jersey, Appellate Division. In this role, he assisted the panel in resolving intricate criminal and civil appeals, including employment litigation under the New Jersey Law Against Discrimination (LAD) and the Conscientious Employee Protection Act (CEPA). He also clerked for the Honorable Michael P. Wright, J.S.C., at the Superior Court of New Jersey, Chancery Division, Family Part. Here, he gained significant courtroom experience, working closely with Judge Wright and developing valuable insights into effective courtroom advocacy.

During law school, Stephen concentrated on advanced legal writing and persuasive advocacy. He was honored to be selected as a Teaching Fellow for legal writing and was elected Editor-in-Chief of the law journal by his peers after being published in his second year. Additionally, he contributed to the Rutgers Civil Practice Clinic, where he achieved favorable outcomes for indigent clients in civil litigation matters in New Jersey.

Stephen is a dedicated and diligent advocate for clients, who is fully engaged in meeting their specific needs. His commitment to excellence and attentiveness allows him to build and maintain long-lasting client relationships.

EDUCATION

- » Rutgers University School of Law (J.D., 2018)
- » New York University (B.A. 2014)

BAR ADMISSIONS

- » New York
- » New Jersey

COURT ADMISSIONS

- » U.S. District Court for the District of New Jersey

LANGUAGES

- » Italian (fluent)

Representative Experience

- » Defended and successfully negotiated a favorable settlement on behalf of an executive administrator in a NJLAD Conscientious Employee Protection Act (CEPA) whistleblower case, securing a positive outcome for the client.
- » Led the defense in a New Jersey Department of Labor investigation, resulting in a favorable resolution for the client, a healthcare organization, avoiding further penalties and litigation.
- » Argued and secured dismissal on behalf of a food and beverage provider in a wage and hour appeal, protecting the company from significant liabilities.

Honors & Awards

- » The *Best Lawyers in America: Ones to Watch*, Litigation - Labor and Employment and Labor and Employment Law - Management (2026)
- » "New Jersey Rising Stars," *Super Lawyers Magazine* (2026)

News & Insights

- » March 24, 2026 - Two New Jersey-Based FordHarrison Attorneys Listed as 2026 New Jersey Super Lawyers and One Listed as Rising Star
- » March 06, 2026 - When an "Automatic Gratuity" Is Not a Tip: Wage and Hour Considerations for New Jersey Restaurants
- » January 30, 2026 - New Jersey Employers Take Note: Recent Legislative Amendments Expand Employee Leave Protections
- » August 21, 2025 - Two New Jersey-Based FordHarrison Attorneys Listed in the 2026 Best Lawyers in America and One Listed in Ones To Watch

Events

- » March 05, 2026 - New Jersey Employment Restaurant Roadshow (Virtual Program) - Complimentary Webinar
- » December 04, 2025 - New Jersey Employment Law Update: Ensuring Compliance in a Shifting Landscape

Offices

- » *Berkeley Heights:*
300 Connell Drive

Berkeley Heights, New Jersey 07922