

SETH A. SPIEGAL

Counsel / Berkeley Heights

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Seth Spiegel represents employers in all facets of labor and employment law.

With a reputation for combining proactive legal guidance with assertive representation when disputes arise, Seth is committed to achieving favorable outcomes while helping clients stay out of legal trouble in the first place.

Seth's practice includes the defense of management clients in court and before administrative agencies in matters involving employment discrimination whistleblower claims, wage and hour class and collective actions, unfair and restrictive covenant disputes.

He also advises employers facing government audits and investigations, ensuring legal compliance while protecting their interests.

Seth maintains a robust traditional labor practice, representing companies in collective bargaining negotiations, labor arbitrations, and proceedings before the National Labor Relations Board.

In addition, Seth regularly counsels clients on day-to-day employment law issues, helping them navigate challenges throughout the employment relationship, from hiring through termination.

A frequent author on labor and employment topics, Seth has published widely on emerging legal developments affecting employers.

Before entering private practice, he served as a judicial law clerk to the Honorable James F. McClure, Jr. of the United States District Court for the Middle District of Pennsylvania, which provided a strong foundation for his legal career.

Representative Experience

- » Obtained a defense verdict in a four-week jury trial on a race discrimination claim. Prevailed on appeal.
- » On behalf of an international pharmaceutical company, obtained a federal court ruling vacating a labor arbitration

EDUCATION

- » Northeastern University School of Law (J.D., 2000)
- » University of Pennsylvania (B.A., 1997)

BAR ADMISSIONS

- » New Jersey
- » Pennsylvania
- » Massachusetts

COURT ADMISSIONS

- » U.S. Court of Appeals for the Third Circuit
- » U.S. District Court for the District of New Jersey
- » U.S. District Court for the Eastern District of Pennsylvania

award due to the arbitrator's disregard of a collective bargaining agreement's "zipper clause." Negotiated a favorable settlement while the Third Circuit appeal was pending.

- » Persuaded trial court to vacate a disciplinary arbitration award, on the grounds that the arbitrator applied the incorrect standard of proof.
- » Defeated multiple court actions by unions seeking to vacate labor arbitration awards in favor of employers on issues relating to discipline and contract interpretation.
- » Secured several broad protective orders in discovery disputes.
- » On multiple occasions, obtained the rare sanction of an award of counsel fees against the plaintiff.
- » Achieved a favorable New Jersey Supreme Court ruling in a case relating to serviceperson discrimination.
- » Successfully appealed multiple unemployment compensation determinations, ensuring that employees involved in criminal activity against the employer were ruled ineligible for benefits.
- » Obtained a critical ruling from a federal court that the Federal Rules of Civil Procedure, rather than the Hague Convention, applied to depositions of witnesses located in India.

Honors & Awards

- » "New Jersey Rising Stars," *Super Lawyers* magazine (2013-2014)

News & Insights

- » 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?

Offices

- » *Berkeley Heights:*
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