

Peter B. Ajalat

Office Managing Shareholder

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Focus Areas

Labor Management Relations
Business Restructuring and M&A
Employee Benefits
Workplace Policy Institute

Overview

For nearly 25 years, Peter B. Ajalat has dedicated his legal career to one practice area: traditional labor law. Since 2004, Peter has exclusively represented management, however, his experience is unique because he previously was on “the other side of the table.” As the former general counsel to a large New York City Teamsters union, Peter prides himself on knowing “how the other side thinks,” and on his ability to provide an invaluable perspective to his clients. Peter also was in-house labor counsel to a global industrial manufacturing company. Peter maintains a national and local practice representing employers of all sizes in all aspects of labor and employment law including vast experience with:

- Collective bargaining, having negotiated hundreds of labor contracts, including multi-employer and large scale negotiations
- Labor arbitrations, grievance and contract administration
- Multi-employer benefit plans
- Union organizing drives and National Labor Relations Board elections and hearings
- Unfair labor practice charges hearings
- Strikes and other labor dispute management and litigation
- Proactive positive employee relations training, vulnerability assessments and union campaign preparedness
- Proactive management training related to harassment, discrimination, investigations and other employment laws
- Mergers and acquisitions
- Plant closings, reorganizations and relocations
- Subcontracting

- Reductions in force
- Labor and employment counseling
- Drug and alcohol testing
- Work rules and policies

Peter regularly represents clients in the following industries: waste management, ready mix concrete and other construction, refining, oil and gas, food manufacturing, industrial manufacturing, trucking, transportation and school busing, warehousing, retail, lumber and other construction supply distribution, and beer distribution.

Additionally, since 2005, Peter has served as professional employer trustee to multi-employer pension and welfare benefit plans, and has extensive experience with the full panoply of benefit issues arising with regard to such plans including benefit plan administration, pension withdrawal liability, rehabilitation plans, and employer contributions, delinquencies and audits.

Since 2017, Peter has served as the Co-Office Managing Shareholder of the dynamic Newark, New Jersey Office, an office of 30 attorneys. Peter also has served on various committees at Littler including the Good Business Practices Committee, Associate Relations Committee and Corporate Governance Committee.

Prior to joining Littler in 2006, Peter was a partner with a full service law firm and of counsel at a regional labor and employment law boutique. Peter simultaneously functioned as in-house labor counsel to a Fortune 500 corporation from 2005 to 2008. From 1996 to 2004, Peter served as Associate General Counsel and General Counsel to a New York City-based Teamsters local union and its affiliated benefit plans.

In law school, he was a member of the *Seton Hall Constitutional Law Journal* and participated in the Seton Hall Consumer Law Clinic.

Professional and Community Affiliations

- Member, New Jersey State Bar Association
- Member, New York State Bar Association
- Member, Bergen County Bar Association

Recognition

- Named, Rising Star in Labor and Employment Law**, New Jersey, *Super Lawyers*, 2006, 2007 and 2011

** The Super Lawyers list is issued by Thomson Reuters. For information about the standards for inclusion in Super Lawyers, please see http://www.superlawyers.com/about/selection_process.html.

Education

J.D., Seton Hall University School of Law, 1996

B.A., Rutgers, The State University of New Jersey, 1993

Bar Admissions

New Jersey

New York

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, District of New Jersey

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

Publications & Press

Littler Appoints Co-Office Managing Shareholders in Newark

Littler Press Release

February 16, 2017

How to Comply with the Labor Management Reporting and Disclosure Act

New Jersey Law Journal

April 17, 2006

Union Organizing - Negotiations and Contract Administration Perspectives of a Former Union-Lawyer Now Laboring for Management

Metropolitan Corporate Counsel

November 2004

The Decline of the American Labor Movement: A Proposal for the Constitution as a Source of Workers' Rights

6 Seton Hall Con. L. J. 683

1996

Speaking Engagements

Protect Your Business: The Latest Developments in Employment & Labor Laws

Newark, NJ

October 2, 2008