

Tedd J. Kochman

Shareholder

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Focus Areas

Labor Management Relations
Discrimination and Harassment
Policies, Procedures and Handbooks
Leaves of Absence and Disability Accommodation
Wage and Hour

Overview

Tedd J. Kochman has spent his entire legal career as a management-side labor and employment law practitioner, representing both large and small companies in connection with a wide array of labor and employment matters. His practice encompasses all aspects of traditional labor law, day-to-day employment law and human resources counseling, handling workplace training activities and compliance, and involvement with employment discrimination litigation.

By way of example, in his traditional labor law practice, he handles:

- All aspects of defending against union organizing drives, including representation elections and proceedings
- All aspects of practice/procedures before the National Labor Relations Board, including unfair labor practice matters
- Collective bargaining of labor contracts and negotiations
- Labor arbitrations and mediations
- Labor law compliance training of supervisors
- Strategizing and devising long-term labor strategies for union and non-union enterprises
- Addressing and implementing reductions-in-force, successorship issues, related corporate restructuring matters, and double-breasting of operations and other such issues

In his counseling practice, Tedd advises management on:

- Daily labor and employment matters
- Discipline and discharge decisions
- Personnel file documentation
- Wage and hour issues
- Handbooks
- Personnel policies and workplace guidelines
- Workplace training materials
- Hiring packets
- Job descriptions
- Background check issues
- Drafting workplace standards and state and federal law compliance

Additionally, Tedd is an active speaker throughout the New York-New Jersey Tri-State area and provides workplace training on topics such as workplace compliance, anti-harassment; union avoidance; employment law standards, and wage and hour audits.

Tedd represents a broad spectrum of clients, including companies within such arenas as:

- Restaurant and hospitality
- Financial enterprises
- Transportation outfits, such as trucking, and bus and limousine companies
- Commercial and residential construction companies
- Lumber companies
- Casinos
- Mortgage, real estate and insurance companies
- Retail establishments

Tedd serves on Littler's Diversity and Inclusion Council. Prior to joining private practice, Tedd was a legal clerk to National Labor Relations Board member, Charles I. Cohen, in Washington, D.C. In law school, he was a member and articles editor of Georgetown University's *American Criminal Law Review*. He also was a member of Georgetown Law's Clinical Program.

Professional and Community Affiliations

- Member, Executive Committee, Labor and Employment Section, New Jersey State Bar Association
- Member, NLRB (Region 22) Conference Planning Committee, New Jersey State Bar Association
- Member, New York State Bar Association
- Member, New York City Bar Association
- Member, Essex County Bar Association
- Former Chair, Department of Labor, New Jersey Employer's Council, Bergen County
- Former Chair, Department of Labor, New Jersey Employer's Council, Passaic County
- Member, Board of Directors, Bergen County Workforce Investment

- Certified Mediator, New Jersey State Court
- Former Vice-Chair, Labor and Employment Committee, Essex County Bar Association

Recognition

- Named, The Best Lawyers in America^{®*}, 2015-2025
- Recipient, Client Service All-Star Award, *BTI Consulting Group*, 2022, 2024
- Ranked, Labor & Employment, *Chambers USA*, 2015-2024
- Named, Top 100 Labor Attorneys in America, *Labor Relations Institute*, 2007-2011
- Named, Rising Star**, New Jersey, *Super Lawyers*, 2006-2011
- Named, Super Lawyer**, New Jersey, *Super Lawyers*, 2006-2011
- Named, 40 Under 40, *NJBIZ Magazine*, 2009
- Named, Top 40 Under 40 Attorneys, *New Jersey Law Journal*, 2006
- Recipient, Outstanding Achievement Award, *Essex County Bar Association*, 2002
- Omicron Delta Kappa, Honor Society
- Order of Omega Honor Society

* For information about the standards for inclusion in Best Lawyers in America, please see <https://www.bestlawyers.com/about/MethodologyBasic.aspx>.

** 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., Georgetown University Law Center, 1995

B.A., Emory University, 1992, *Honors Program, summa cum laude, Phi Beta Kappa*

Bar Admissions

New Jersey

New York

Courts

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 Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

Pencils, Paper, and Now NLRA Legal Protections – New General Counsel Memorandum Provides College Student Athletes with a Very Significant New “School Supply”

Littler Insight

October 1, 2021

Viewpoint: NLRB General Counsel Urges Punitive Remedies Against Employers

SHRM Online

September 16, 2021

NLRB General Counsel Issues Memorandum Urging Regions to Seek Punitive Remedies Against Employers Found to Violate the NLRA

Littler Insight

September 14, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Federal Court Applies FAA Preemption in Refusing to Enforce New Jersey’s Ban on Mandatory Arbitration of Discrimination, Retaliation and Harassment Claims

Littler Insight

April 1, 2021

Littler Appoints New Leadership to Its Affinity Groups and Diversity & Inclusion Council

Littler Press Release

March 22, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

New Jersey Enacts Bill Banning NDAs for Discrimination, Retaliation, and Harassment Claims . . . and Fundamentally Attacking Arbitration Agreements

Littler ASAP

March 20, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

"Pay It Forward" - NLRB Changes Longstanding Policy to Permit Front Pay in Settlement Agreements

Littler ASAP

January 24, 2013

Employer Reminder: Section 303 Court Actions May be a Means to Circumvent NLRB

Littler ASAP

April 26, 2012

Board Holds Employer's Discovery Requests in Non-Board Litigation Violated NLRA

Littler ASAP

September 2, 2011

Ninth Circuit Endorses NLRB General Counsel's Procedural Authority to Seek 10(j) Injunctive Relief

Littler ASAP

July 25, 2011

Trio of Board Cases Continue Recent Trends

Littler ASAP

April 25, 2011

New NLRB Union Access Case Holds More than Meets the Eye

Littler ASAP

November 18, 2010

Seven Littler Mendelson Attorneys Named Among "Top 100 Labor Attorneys" in the U.S. by Labor Relations Institute

Littler Press Release

July 24, 2009

Nine Littler Lawyers Top the List of U.S. Labor Attorneys

Littler Press Release

August 4, 2008

Labor Relations Institute Names Littler Mendelson Lawyers as Top US Labor Attorneys

Littler Press Release

June 20, 2007

Speaking Engagements

2015 Tri-State Employer Conference

New York, NY

November 5, 2015

On the Cutting Edge of Corporate Protection

Newark, NJ

October 26, 2012

The Importance of Self-Auditing Your Company's Human Resources Policies

Annual Conference - New Jersey Bankers Association, Atlantic City, NJ

October 21, 2011

Active Ways to Prohibit Litigation

An Ounce of Prevention is Priceless - Commerce and Industry Association of New Jersey, Paramus, NJ

June 1, 2011

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

Newark, NJ

October 2, 2008