



Aaron C. Schlesinger

Partner

Co-Chair - Labor and Employment

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BIO

Aaron C. Schlesinger is a Partner and Co-Chair of Peckar & Abramson's Labor Relations and Employment Law practice. Aaron represents and counsels employers on a national basis on a wide range of labor and employment issues which include the following:

Labor

- Responding to Union organizational campaigns and elections
- Collective bargaining agreement negotiations
- Labor contract administration and advice
- Termination of collective bargaining agreements
- Assisting employers in transitioning from a union to non-union shop
- Project Labor and job specific agreements
- Labor arbitrations and mediation
- Defending unfair labor practice charges before the NLRB
- NLRB hearings and trials
- Responding to strike and picket activity
- Implementing Reserved Gate Systems in response to picketing on construction projects
- Advising employers on strategies to function on a merit shop basis
- ERISA issues and Withdrawal Liability
- Responding to Secondary Boycott Activity
- Purchasing or selling a Union represented business
- Day to day counseling and training on labor issues

Employment

- Defending employment discrimination, disability, harassment, retaliation and leave claims arising pursuant to Title VII, ADA, ADEA, FMLA, WARN, NY State and City Human Rights Laws, NJLAD, NJFLA, PA Human Rights Law and all other related statutes
- Drafting employment policies, handbooks and procedures
- In-house training
- Representing employers through their related EPLI policies
- Mediation
- Investigations in response to employee discrimination and harassment claims
- Day to day counseling

Wage and Hour

- FLSA and related state wage and hour issues
- Defending class actions
- Davis Bacon Act and State Prevailing Wage Claims
- Responding to Federal and State Department of Labor Audits and claims
- Drafting policies
- Independent Contractor issues

Related

- Whistleblower claims
- Layoffs and terminations
- Federal and State Warn Act
- Drafting employment contracts
- Drafting separation agreements
- Responding to employee leave issues
- Cannabis Law

Aaron practices extensively before Federal and State Courts as well as Federal and State Agencies such as the National Labor Relations Board, the United States Equal Employment Opportunity Commission, the New York State Division of Human Rights, the New Jersey State Division on Civil Rights and the Pennsylvania Human Relations Commission.

Aaron represents clients in a variety of industries which include construction, power and energy, health care, hotel and restaurant, property management, document imaging, retail, and manufacturing. He serves as General Counsel to the Environmental Contractors Association of New York City.

HIGHLIGHTS

ADMISSIONS

- State of New York
- State of New Jersey
- State of Pennsylvania
- United States District Court for the Southern District of New York
- United States District Court for the Eastern District of New York
- United States District Court for the Northern District of New York
- United States District Court for the District of New Jersey
- United States District Court for the Eastern District of Pennsylvania
- United States Court of Appeals for the Second Circuit
- United States Court of Appeals for the Third Circuit
- United States Court of Appeals for the District of Columbia

EDUCATION AND COURSES

- Syracuse University, B.A.
- University of Toronto
- Touro College Jacob D. Fuchsberg Law Center, J.D.

PRACTICE AREAS

- Labor Law
- Employment Law and Practices
- Construction and Infrastructure
- Crisis Management
- COVID-19 Task Force

MEMBERSHIPS

- New York State Bar Association (Labor and Employment Sections)
- New Jersey State Bar Association (Labor and Employment Sections)
- American Bar Association

AWARDS AND RECOGNITIONS

- *Bergen Magazine* "Top Lawyer" - Labor & Employment, 2023-2024

PUBLICATIONS OR PRESENTATIONS

- "Court Rules That ERISA Preemption Bars Recovery of Union Benefit Fund Payments Pursuant to New York's Wage Theft Statute From a General Contractor Where a Subcontractor Failed to Fund Payments," *P&A Client Alert*, May 2025 (Author)
- "Practitioners' Update on the NLRB's Pro-Labor Decisions and Rulemakings and What to Expect in 2025," 2024 ABC Virtual Legal Conference, December 2024 (Speaker)
- "NLRB Finalizes Rule for Construction Industry Unions to Obtain Majority Support Representational Status," *P&A Client Alert*, August 2024 (Author)
- "EEOC Focuses on Eliminating Harassment, Recruitment and Hiring Barriers in the Construction Industry," *P&A Client Alert*, July 2024 (Co-Author)
- "Final Rule Regarding Project Labor Agreement Requirements for Large-Scale Federal Construction," *P&A Client Alert*, January 2024 (Co-Author)
- "Update Regarding New York's New Registration Requirement for Contractors and Subcontractors Performing Public Works and Covered Private Projects," *P&A Client Alert*, January 2023 (Co-Author)
- "New York Establishes a Registration Requirement for Contractors and Subcontractors Performing Public Works and Covered Private Projects," *P&A Client Alert*, January 2023 (Co-Author)
- "Second Circuit Brings Clarity to Scope of 'Joint Employer' Theory in Discrimination Cases," *ConsensusDocs Newsletter*, April 2022 (Co-Author)
- "Time to 'Construct' New Social Media Policies," *ConsensusDocs Newsletter*, March 2022 (Co-Author)
- "Action Required by December 27, 2021 for New York City's Vaccination Mandate for Private Employers," *P&A Client Alert*, December 2021 (Co-Author)
- "New York Legislature Vastly Expands Whistleblower Rights Under New Amendments to Statute," *P&A Client Alert*, November 2021 (Co-Author)
- "New York's HERO Act Requires Employers to Take Measure to Prevent Occupational Exposure to Airborne Infectious Diseases," *P&A Client Alert*, May 2021 (Co-Author)
- "How the Protecting the Right to Organize (PRO) Act of 2021 is Likely to Affect Employers Across All Industries," *P&A Client Alert*, May 2021 (Co-Author)
- "New Jersey Department of Labor Issues Guidance on Employer-Mandated COVID-19 Vaccinations," *P&A Client Alert*, March 2021 (Co-Author)

HIGHLIGHTS CONTINUED

- “New York State Requires Employers to Provide Paid Leave for Employees to Receive COVID-19 Vaccines,” *P&A Client Alert*, March 2021 (Co-Author)
- “New Jersey Department of Labor Issues Guidance on Employer-Mandated COVID-19 Vaccinations,” *P&A Client Alert*, November 2020 (Co-Author)
- “The Adoption of a COVID-19 Vaccination Policy in the Workplace,” *P&A Client Alert*, November 2020 (Co-Author)
- “Reporting Incidents of Work-Related COVID-19 Fatalities and Hospitalizations,” *P&A Client Alert*, November 2020 (Co-Author)
- “Essential Employees Who Contract COVID-19 May Be Entitled to Workers’ Compensation Benefits: What New Jersey Employers Need to Know,” *P&A Client Alert*, October 2020 (Co-Author)
- “Employee Screening and Testing in the COVID-19 Era: Getting Back to Work,” *ConsensusDocs newsletter*, July 2020 (Co-Author)
- “Construction Among Occupations Allowed to Conduct Pre-Employment Drug Testing for Marijuana in New York City; New York City Has Banned Pre-Hire Marijuana Testing for Many Other Occupations,” *P&A Client Alert*, May 2020 (Co-Author)
- “NLRB Issues Final Rule Providing Clarity on the Factors Governing Joint-Employer Status,” *P&A Client Alert*, March 2020 (Co-Author)
- “Families First Coronavirus Response Act,” *P&A Client Alert*, March 2020 (Co-Author)
- “Cannabis Law as it Impacts the Construction Industry,” National Association of Surety Bond Producers Labor and Employment Law for Construction Contractors, May 2019 (Speaker)
- “Evolving Issues for Employers: Recent Developments in Cannabis Law and Form I-9 Immigration Compliance,” National Association of Surety Bond Producers Seminar, May 2019 (Speaker)
- “New York State and City Anti-Harassment Requirements For Employers: What You Need to Know,” *P&A Newsletter*, Spring 2019 (Author)
- “NY Court of Appeals Sustain 13-Hour Rule for Payment of 24-Hour Home Care Workers,” *P&A Client Alert*, March 2019 (Co-Author)
- “New Union Stipulations May Impact Contractor Paymaster Agreements,” *Engineering News Record*, October 2018 (Author)
- “Employers in the Construction Industry should be aware that their pre-hire Trade Collective Bargaining Agreements Subject to Section 8(f) of the National Labor Relations Act could be Converted to a Section 9(a) Contract Simply Based on the Wording of the Recognition Language in the Agreement,” *ConsensusDocs*, June 2018 (Author)
- “New York State Department of Labor responds to recent Appellate Division Decisions for 24-Hour Home Care Workers,” *P&A Client Alert*, October 2017 (Author)
- “Developments in Construction Labor Law,” *New Jersey State Bar Association Hot Tips in Labor and Employment Law*, June 2017 (Author)
- “The Essentials of the Davis-Bacon Act in California,” Lorman Educational, July 2006
- “The Essentials of the Davis-Bacon Act in California,” Lorman Educational, May 2006