

Joseph P. Paranac Jr.

Partner

One Riverfront Plaza | 1037 Raymond Blvd, Suite 230 | Newark, NJ 07102-5425
Direct: 201.368.7220 | Fax: 201.368.7250
Paranacj@whiteandwilliams.com



For the past 30+ years, Joe has represented clients in employment litigations in and out of the courtroom in jurisdictions throughout the country. He is experienced at both the trial and appellate levels and also litigates before a variety of administrative agencies including the EEOC, NLRB, OSHA, OFCCP and DOL.

Joe has extensive experience handling discrimination, sexual harassment, wrongful discharge, whistleblower and employment tort cases. He has litigated a wide variety of claims throughout New Jersey, New York and Pennsylvania, including wrongful discharge, breach of contract, wage-and-hour, CEPA, employment discrimination, sexual harassment and non-competition. Joe regularly counsels clients on a host of employment issues, such as union election campaigns, affirmative action compliance, drug and alcohol testing programs, family and medical leave issues, social media rules and employee privacy concerns. He has particular experience advising construction contractors and owners on OSHA, compliance, prevailing wage requirements, strikes and employee picketing issues.

Well versed in the OSHA area, Joe defends clients against OSHA citations and represents them at OSHA Informal Conferences, hearings and in handling appeals from OSHA decisions.

Equally experienced in traditional labor issues and NLRB proceedings, Joe represents employers in labor contract negotiations, grievance arbitrations, unfair labor practice hearings, and representation proceedings.

Prior to joining White and Williams, Joe was a Partner in the Labor and Employment group at LeClairRyan.

Recognition & Involvement

Joe has been selected by his peers for inclusion in *The Best Lawyers in America* list in the area of Labor Law - Management, Litigation - Labor and Employment from 2015 through 2021.

Practice Areas

Labor and Employment

Bar and Court Admissions

New Jersey

New York

Education

New York University School of Law, JD,
1980

Columbia University, BA, 1976

In the News

Best Lawyers® Recognizes 43 White and Williams Lawyers
August 20, 2020

Best Lawyers® Recognizes 29 White and Williams Lawyers
August 15, 2019

White and Williams Newark Office Grows with Addition of Four Labor and Employment Lawyers
November 29, 2018

Events

An Emergent Webinar: Navigating COVID-19's Impact - What Every Employer Must Know
Webinar | March 24, 2020

Publications

Department of Labor Issues Final Rule on Joint Employer Status
Labor and Employment Alert | January 27, 2020