

James P. Anelli

Partner

Chair, Labor and Employment Group

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Jim has more than 30 years of experience handling a wide range of labor and employment matters. He focuses his practice on guiding employers in addressing employment benefit matters, defending employment discrimination claims, negotiating executive employment agreements and advising on related plan design and tax issues for public and private entities. He has significant experience in labor litigation and has represented clients in matters involving grievances, arbitrations, unfair labor practices and collective bargaining.

Beyond traditional employment matters, Jim defends federal and state False Claims Act cases and whistleblower actions under Sarbanes Oxley and regularly performs due diligence on corporate matters. He advises clients on complex benefit issues arising out of asset and stock sales, mergers and secondment transactions, as well as complex, multi-employer pension matters.

Jim is the United States representative for Transatlantic Law International, a global legal services provider to companies in more than 80 countries, through which he assists international clients on cross-border issues.

For more than two decades, Jim has regularly presented on numerous topics before a corporate counsel organizations throughout the United States.

Jim has served on the New Jersey State Bar Association's executive committee since 2006, presenting numerous seminars to the State Bar on employment matters.

Prior to joining White and Williams, Jim was co-leader of the Labor and Employment group at LeClairRyan.

Recognition & Involvement

Since 2010, Jim has been recognized by *The Best Lawyers in America*® in the areas of Employment Law - Management and Labor Law - Management.

Jim was named a 2019–2020 “Labor & Employment Star - Northeast,” by *Benchmark Litigation*.

Practice Areas

Labor and Employment

Professional Liability

Bar and Court Admissions

New Jersey

New York

Education

New York Law School, JD, *cum laude*, 1984

Rutgers College, BS, 1981

Memberships

New Jersey State Bar Association - Labor and Employment Law Section

New York State Bar Association

In the News

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

White and Williams Lawyers Join CIANJ's "Higher Education Forum" Steering Committee in 2020
February 6, 2020

13th Annual Coverage College Hosts Over 400 Insurance Professionals
November 1, 2019

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

Coverage College 2020
Virtual Platform | Thursday, October 22, 2020 | 9:00 AM – 3:00 PM EDT

How Can Colleges and Universities "Stay" Open: Lessons from the Pandemic
CIANJ Virtual Event | September 9, 2020

COVID-19 Insurance Program
Webinar | 10:00 AM - 3:00 PM | August 11, 2020

2020 Hot Tips in Labor and Employment Law
NJ State Bar Association (Webinar) | June 12, 2020

CARES Act Synopsis for Insurance Brokers
Webinar | April 9, 2020

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

Tackling the Big Issues - A Higher Ed Legal Update
Commerce and Industry Association of New Jersey (Rutherford, NJ) | November 12, 2019

Coverage College 2019
October 24, 2019

2019 Labor and Employment Summer Institute
New Jersey Institute for Continuing Legal Education (New Brunswick, NJ) | July 16, 2019

2019 Hot Topics in Labor and Employment Law
New Jersey Institute for Continuing Legal Education (New Brunswick, NJ) | June 14, 2019

Publications

Incoming Relief: The COVID-19 Vaccine Rollout
Labor and Employment Alert | December 1, 2020

Are We Nearing the End of the ACA?: Return to *California v. Texas*
Healthcare Alert | November 5, 2020

Recent Guidance on Employee Payroll Tax Deferral: Implementation Steps and Employer Discretion
Tax and Estates Alert | September 3, 2020

Is the Gig Up? Worker Misclassification in the Technology Age
Labor and Employment Alert | August 31, 2020

Checklist For Returning Employees to the Workplace
Labor and Employment Alert | July 6, 2020

COVID-19 and Its Effect on Unemployment Benefits
Labor and Employment Alert | May 14, 2020

Striking the Balance: Making the Tough Judicial Call
Litigation Alert | May 11, 2020

The Families First Coronavirus Response Act: An Analysis
Labor and Employment Alert | March 20, 2020

New Amendment to NJ Law Against Discrimination Renders Common Employment Agreement Provisions Unenforceable
Labor and Employment Alert | March 21, 2019

Cases & Deals

Life Sciences Companies, IntegriChain and DaVIZta, Merge
March 6, 2019