

James P. Anelli

Partner

Chair, Labor and Employment Group

Newark, NJ

t 201.368.7224

New York, NY

t 201.368.7224



Jim has more than 35 years of experience handling a wide range of labor and employment matters.

OVERVIEW

Jim has more than 35 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, handling complex fraud and governance matters and high profile investigations for management, providing guidance to international companies on US employment laws, advising on benefit plan design, providing due diligence on mergers and acquisitions with respect to benefit, labor and employment matters, providing labor advice to employers with unions, and handling a wide range of matters before the NLRB and in state and federal court. He has also significant experience in labor litigation and has represented clients in matters involving grievances, arbitrations, unfair labor practices and collective bargaining. Jim also has three decades of experience in representing companies in the Pharma and Life Sciences Industry in a wide variety of labor and employment related matters, and related FDA matters.

Beyond traditional labor and 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.

Mr. Anelli also advises companies on financial reporting obligations with respect to financial whistle-blowing matters.

Jim also provides mediation services in a number of unique areas that set him apart from other mediators who simply do not have the background in such areas as: handling complex executive compensation disputes, including equity option disputes, resolution of state and federal False Claims Act matters, and governance issues.

PRACTICES

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

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 three decades, Jim has regularly presented on numerous topics before a corporate counsel organizations throughout the United States. He 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 AND INVOLVEMENT

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

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

IN THE NEWS

Best Lawyers® Recognizes 45 White and Williams Lawyers
Firm News, 8.18.23

Best Lawyers® Recognizes 40 White And Williams Lawyers
Firm News, 8.18.22

White and Williams Supports CIANJ Network Around the Globe & Build Your International Business
3.11.22

Best Lawyers® Recognizes 38 White and Williams Lawyers
8.19.21

Best Lawyers® Recognizes 43 White and Williams Lawyers
8.20.20

White and Williams Lawyers Join CIANJ's "Higher Education Forum" Steering Committee in 2020
2.6.20

13th Annual Coverage College Hosts Over 400 Insurance Professionals
11.1.19

Best Lawyers® Recognizes 29 White and Williams Lawyers
8.15.19

White and Williams Newark Office Grows with Addition of Four Labor and Employment Lawyers
11.29.18

EVENTS

Coverage College 2022
10.13.22

CIANJ's Energy & Climate Change Summit
APA Hotel (Iselin, NJ), 8.11.22

Ethics in Labor and Employment Law
NJICLE Webcast- Hot Tips in Labor and Employment Law, 6.17.22

International Law: A Legal Primer Exploring Key Business Issues For the U.S. and Foreign Entities
Webinar, 1.25.22

How Employers Should Prepare for the OSHA COVID-19 Vaccine/Testing Mandate
Webinar, 11.18.21

A Roundtable Discussion on Vaccine/Testing Mandates From the Biden Administration
Webinar, 9.29.21

Non-Compete Agreements: Why They Are Important to Your Business
CIANJ Virtual Event, 5.7.21

Practical ERISA Issues
Webinar, 4.21.21

Labor Law in 2021 and Beyond: Trends and Impacts for Employers
Webinar, 3.10.21

COVID-19 Vaccine: The Key to Reopening the Garden State & Recovering from the Pandemic
CIANJ Webinar, 1.28.21

Mandatory or Optional?: An Employers Guide to the COVID-19 Vaccine
Webinar, 1.13.21

Coverage College 2020
10.22.20

How Can Colleges and Universities "Stay" Open: Lessons from the Pandemic
CIANJ Virtual Event, 9.9.20

COVID-19 Insurance Program
Webinar, 8.11.20

2020 Hot Tips in Labor and Employment Law
NJ State Bar Association (Webinar), 6.12.20

CARES Act Synopsis for Insurance Brokers
Webinar, 4.9.20

An Emergent Webinar: Navigating COVID-19's Impact - What Every Employer Must Know
Webinar, 3.24.20

Tackling the Big Issues - A Higher Ed Legal Update
Commerce and Industry Association of New Jersey (Rutherford, NJ), 11.12.19

Coverage College 2019
10.24.19

2019 Labor and Employment Summer Institute
New Jersey Institute for Continuing Legal Education (New Brunswick, NJ), 7.16.19

2019 Hot Topics in Labor and Employment Law
New Jersey Institute for Continuing Legal Education (New Brunswick, NJ), 6.14.19

PUBLICATIONS

The Supreme Court Clarifies the Undue Hardship Standard Under Title VII
Labor and Employment Alert, 7.7.23

Confidentiality and Non-Disparagement Clauses in Severance Agreements Are Ruled Unlawful
Labor and Employment Alert, 3.20.23

The Amended New Jersey WARN Act
Labor and Employment Alert, 1.18.23

FTC Releases Proposed Non-Compete Clause Rule
Labor and Employment Alert, 1.9.23

New Laws Impacting Hiring and Promoting in New York City
Labor and Employment Alert, 3.7.22

Five Things Employers Must Know About Their Workplaces, the Raging Covid-19 Pandemic and OSHA's Emergency Rule Status
The Employment Law Counselor, 12.20.21

Is This the Year the Independent Contractor Wall Comes Tumbling Down?
The Employment Counselor, 5.7.21

2021 Brings Uncertainty to Vaccination Process
Labor and Employment Alert, 1.8.21

Employment Discrimination Claims Related to Vaccination Refusal – Disability
Labor and Employment Alert, 12.21.20

US Supreme Court's Oral Argument in *California v. Texas*: Reports of the Affordable Care Act's Demise May be Greatly Exaggerated
Healthcare Alert, 12.14.20

Employment Discrimination Claims Related to Vaccination Refusal – Religious Beliefs
Labor and Employment Alert, 12.10.20

Incoming Relief: The COVID-19 Vaccine Rollout
Labor and Employment Alert, 12.1.20

Are We Nearing the End of the ACA?: Return to *California v. Texas*
Healthcare Alert, 11.5.20

Recent Guidance on Employee Payroll Tax Deferral: Implementation Steps and Employer Discretion
Tax and Estates Alert, 9.3.20

Is the Gig Up? Worker Misclassification in the Technology Age
Labor and Employment Alert, 8.31.20

Checklist For Returning Employees to the Workplace
Labor and Employment Alert, 7.6.20

COVID-19 and Its Effect on Unemployment Benefits
Labor and Employment Alert, 5.14.20

Striking the Balance: Making the Tough Judicial Call
Litigation Alert, 5.11.20

The Families First Coronavirus Response Act: An Analysis
Labor and Employment Alert, 3.20.20

New Amendment to NJ Law Against Discrimination Renders Common Employment Agreement Provisions Unenforceable
Labor and Employment Alert, 3.21.19