



MICHAEL A. SHADIACK

Partner, Roseland Office

Telephone: (973) 535-0500

Facsimile: (973) 535-9217

E-mail: mshadiack@connellfoley.com

Michael A. Shadiack is a member of the firm's labor and employment law practice group, who practices exclusively in the areas of labor and employment law on behalf of management in the private and public sectors, in addition he represents non-profit organizations and institutions of higher education. Mr. Shadiack provides employers with pro-active and preventative counseling on personnel and benefit issues to ensure compliance with statutory and common law requirements, as well as prepares comprehensive and practical employment agreements and personnel policies tailored to each employer's specific needs. Mr. Shadiack defends employers in litigation in state and federal courts and before state and federal administrative agencies. He represents employers during contract and grievance arbitrations and collective bargaining negotiations, defends unfair labor practice charges, and conducts employee disciplinary appeal hearings.

The author of several articles and professional materials, Mr. Shadiack has presented as a guest-speaker on numerous traditional and cutting edge labor and employment topics. He has conducted employee training on avoiding workplace harassment, employment at-will developments, hiring and firing practices and procedures, avoiding retaliation and discrimination in the workplace, employee discipline, and formulating effective personnel policies and employee handbooks.

Mr. Shadiack is an active leader in his community by serving on various boards, committees and volunteer organizations.

Mr. Shadiack has been recognized as a 2009 *New Jersey Super Lawyers Rising Star*.

In law school, Mr. Shadiack was Associate Editor of the Seton Hall University *Journal of Sport Law*.

Representative Experience

- Provides employers with daily, proactive counseling on all aspects of labor relations and employment law and benefit issues;
- Prepares comprehensive and practical employment agreements and personnel policies tailored to each employer's specific needs;
- Represents private and public sector employers in employment-related litigation in state and federal courts and before state and federal administrative agencies;
- Represents private and public sector employers during contract and grievance arbitrations and during collective bargaining negotiations, defends unfair labor practice charges, and conducts employee disciplinary appeal hearings.

Practice Areas:

Labor and Employment Law

Admitted to Practice:

State of New Jersey
United States District Court for the
District of New Jersey
United States Court of Appeals for
the Third Circuit

Education:

Seton Hall University (B.A. Pre-Law
and Liberal Studies, *magna cum
laude*, 1995)
Seton Hall University School of Law
(J.D., concentration in Labor and
Employment Law, 1998)

Affiliations:

American Bar Association
New Jersey State Bar Association,
Labor and Employment Law
Section
Morris County Bar Association, Labor
and Employment Law Section

ROSELAND

85 Livingston Avenue
Roseland, NJ 07068
Tel (973) 535-0500 Fax (973) 535-9217

JERSEY CITY

Harborside Financial Center
2510 Plaza Five, Jersey City, NJ 07311
Tel (201) 521-1000 Fax (201) 521-0100

NEW YORK CITY

888 Seventh Avenue, Suite 3401
New York, NY 10106
Tel (212) 262-2390 Fax (212) 262-0050

PHILADELPHIA

1500 Market Street, 12th floor, East Tower
Philadelphia, PA 19102
Tel (215) 246-3403 Fax (215) 665-5727

Published Decisions

- Spagnola v. Town of Morristown et al., Civil No.: 05-577 (JLL), 2006 WL 3533726 (D.N.J. December 7, 2006) (dismissing federal civil rights and constitutional claims against a private attorney and his law firm)
- Township of West Milford v. P.B.A. Local No. 162, P.E.R.C. No.: 2000-63, 26 NJPER 31042 (January 28, 2000) (granting Township's scope of negotiations petition and restraining binding arbitration over grievance filed by the PBA challenging Township's exercise of managerial prerogative)

Publications

- Co-author, "Pension Plan Withdrawal Liability: A Primer" published in *New Jersey Constructor* (Summer 2010)
- Co-author, "Employees Now Protected Against Retaliation For Merely Requesting FMLA Leave" published in *New Jersey Constructor* magazine, Issue 2 (2010)
- Co-author, (with John K. Bennett, Esq.), published in *New Jersey Lawyer Magazine*. An article on the exclusive remedy provision under New Jersey's Workers' Compensation Act as it applies to employees injured on the job. It focused primarily on recent trends and established law concerning the applicability of the exclusivity provision and its exception. (December, 2003)
- Legal author, *Quantum Frontline Supervisor* published monthly by Quantum Health Solutions an employee assistance provider. Mr. Shadiack's articles focus on topical employment law issues, including but not limited to disability and medical leaves of absence.
- " Torts - Act of God - Does a Golf Course Owner and/or Operator Owe a Duty of Care to Their Patrons to Protect Them from Lightning Strikes?" 8 *Seton Hall J. Sport L.* 301 (1998)

Professional Activities

- Barrister in the Sidney Reitman Employment Law American Inn of Court
- Elected member of the Morris County Republican Committee
- Chairman of the Roxbury Township Economic Development Committee
- Member of the Roxbury Township Planning Board
- Member of the Roxbury Township Republican Club
- Volunteer member of the Make-A-Wish Foundation of New Jersey
- Member of Phi Alpha Delta Law Fraternity
- Member of the Morris County Economic Development Corporation
- ICLE Seminar Materials – Prepared written materials analyzing relevant state and federal executive and judicial authority as applies to Project Labor Agreements in the construction industry, and detailing employment law torts and non-discrimination causes of action.

ROSELAND

85 Livingston Avenue
Roseland, NJ 07068
Tel (973) 535-0500 Fax (973) 535-9217

JERSEY CITY

Harborside Financial Center
2510 Plaza Five, Jersey City, NJ 07311
Tel (201) 521-1000 Fax (201) 521-0100

NEW YORK CITY

888 Seventh Avenue, Suite 3401
New York, NY 10106
Tel (212) 262-2390 Fax (212) 262-0050

PHILADELPHIA

1500 Market Street, 12th floor, East Tower
Philadelphia, PA 19102
Tel (215) 246-3403 Fax (215) 665-5727