

BEVERLY A. WILLIAMS, ESQ
bwilliams@wongfleming.com; (973) 769-7823

LABOR & EMPLOYMENT ATTORNEY

Results oriented employment and labor law and former human resources professional with a demonstrated ability to leverage her background and experience to address and ameliorate workplace and Civil Rights disputes, and promote statutory, regulatory and HR policy compliance

PROFESSIONAL EXPERIENCE

- Wong Fleming P.C. - Princeton, NJ** 2022-present
Partner
- Practice concentrates on Employment and Labor Law and Alternative Dispute Resolution
- Herbert Law Group, LLC, Englewood, NJ** 2014-2021
Of Counsel
- Handles employment discrimination cases including developing discovery, litigation and settlement strategies, trial preparation, interaction with clients and drafting correspondence.
- Parthenon Enterprises, Inc., Livingston, NJ** 2009-present
Chief Executive Officer
- Arbitrator, Financial Industry Regulatory Authority (FINRA)
 - Provides employment and labor law and human resources consulting and training services to businesses, management, and labor professionals.
 - Adjunct Instructor-Rutgers University School of Public Affairs & Administration, Newark, NJ (Summer 2018); taught labor relations course to graduate students
 - Adjunct Instructor-Rutgers University School of Management & Labor Relations, Piscataway, NJ (2012-2015); lectured and led seminar discussions about labor and employment law topics.
- ADP, Inc, Roseland, NJ** 1998-2010
Vice President, Corporate Employment Law Services
Promoted to role of expanded responsibility in an environment of constant change at ADP, one of the largest global providers of business process outsourcing solutions.
- Provided advice, counsel, and training company-wide about employment law and labor matters to the company's global executives, HR professionals, and sales and service management.
 - Advocated for and obtained approval to conduct sexual harassment training for C-Suite executives on a one-to-one basis.
 - Led legal team of 2-3 attorneys and support staff with company-wide responsibility for investigation of complaints of discrimination, harassment training, immigration, background checks, affirmative action compliance, HR policies and procedures, reduction-in-force and severance issues, employee discipline and wage and hour compliance.
 - Improved company's results and relationship with the Office of Contract Compliance Programs by more than 50%.
 - Reduced employment related litigation materially.
- Epstein Becker and Green, P.C., Newark, NJ and New York, NY** 1988-1998

Associate Attorney

- Defended Fortune 500 management clients against claims of employment discrimination, wrongful termination and related claims filed in federal and state courts and administrative agencies.
- Provided advice to senior management and in-house counsel on a variety of human resource issues, including equal employment opportunity laws, wage and hour compliance, restrictive covenants, reductions in force, hiring, employee discipline and effective performance evaluations.
- Drafted employee handbooks, personnel policies, and procedures.
- Conducted training for managers, supervisors, and employees on avoiding sexual harassment and other discrimination claims.
- Investigated complaints of sexual harassment and discrimination.

Supreme Court of New Jersey, Oakhurst, NJ

Law Secretary

Served as Law Secretary to the Honorable Robert N. Wilentz, Chief Justice, Supreme Court of New Jersey, [during the term in which the Baby M case was decided].

Subsequently appointed to the District Fee Arbitration Committee.

Cohn & Lifland, Saddle Brook, NJ

Full-Time Law Clerk

Conducted research and drafted legal memoranda and court papers.

Port Authority of New York & New Jersey

Labor Relations Specialist

Provided support in grievances, collective bargaining negotiations and arbitrations.

Newark School District, Newark, NJ

Executive Director, Labor Relations

Promoted to role of expanded responsibility in an environment of constant change

Led a team of five (5) non-attorneys handling grievances and labor arbitrations and collective bargaining negotiations, workers' compensation and disciplinary hearings.

Early Experience

- Rutgers University, Government Services Training Program
- City of Newark, New Jersey, Training Specialist

EDUCATION

Rutgers University Law School, Newark, NJ

J.D. 1987

- Editor, Rutgers Law Review; Author, Pattern Makers' League v. NLRB: Individual Autonomy v. Union Solidarity? 39 RUTGERS L. REV. 197 (1986)
- Criminal Law Clinic

University of North Carolina at Chapel Hill, Chapel Hill, NC

M.P.A.

- Ford Fellowship Recipient

Douglass College, New Brunswick, NJ

B.A.

Bar Admissions

- State of New Jersey
- District of Columbia
- U.S. District Courts for the District of New Jersey and the Districts of New York for the Eastern, Western and Southern Districts
- U.S. Tax Court

PUBLICATIONS

Books: *Your GPS to Employment Success: How to Find and Succeed in the Right Job; Get the Job • Done* employment advice books for people of all ages

Articles: *Where I Come From Women Don't Sit at the Head of the Table: Is Embracing DEI Essential to the Resurgence of Unionism?; No One Should Have to Say "Me Too"; Sexual Harassment in the American Workplace; Title I of the Americans with Disabilities Act: A Partial Primer; # I Too (Can and Will Do More)*

LECTURES/SEMINARS CONDUCTED

- Decision-Making, Conflict Management & Negotiation
- Understanding the Legalities and Workplace Implications
- Legal Issues for Today's Leader
- Resolving Conflicts with Employees, Peers, and Others
- Employment Law Overview
- Career-Readiness Seminars
- Sexual Harassment Training to C-Suite Executives and others
- Judge, Princeton Mock Trial Regionals 2024

UNIONS OPPOSED OR SUPPORTED

- Members of the New Jersey State Building and Construction Trades Council (Bricklayers, Carpenters, Electricians, Plumbers, Painters, Roofers, etc.)
- Service Employee International Union
- Office and Professional Employees Union
- Transport Workers Union
- International Union of Operating Engineers
- Newark Teachers Union, American Federation of Teachers
- New Jersey State Nurses Association
- New Jersey Principals and Supervisors Association
- City Association of Supervisors and Administrators
- Served as consultant to union-side practice of former General Counsel, Equal Employment Opportunity Commission

PROFESSIONAL TRAINING ACQUIRED

- Becoming A Labor Arbitrator, Federal Mediation & Conciliation Service
- Sidney Reitman Employment Law American Inn of Court--2019 to 2021
- The Justice Marie L. Garibaldi American Inn of Court for ADR 2022-2024

- Implicit Bias: A Conversation on Best Practices
- The Power of Unconscious Bias
- Basic Mediation Training
- Advanced Civil Mediation Training Course for Employment Cases
- Financial Industry Regulatory Authority (FINRA) Basic Arbitrator Training
- Labor and Employment Law Forum
- Labor & Employment Law Summer Institute
- Employment Law Roundtable: Current Issues in Employment Law
- Public Employment Relations Conference
- Workplace Conduct Investigation Breakfast Seminar
- Accelerating Marketing and Avoiding Ethical Issues
- Ethics for Transactional Attorneys
- Ethical Cliffhangers for Trial Attorneys
- Bribes, Kickbacks, and Other Payoffs: Navigating the Ethical and Legal Landmines
- Hiring Employees Who are Bound by Non-Compete Agreements-Employers' Considerations
- The Two Faces of the In-house Counsel: Maintaining Your Role as a Lawyer, and Becoming More Than "Just the Lawyer"