

Scott A. Sears

Counsel

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Scott A. Sears is counsel in Herrick's Litigation Department, where he focuses on representing employers in a broad range of matters from daily counseling through litigation.

Scott provides employment advice and counsel to employers on issues such as employee discipline and termination, reasonable accommodations, leave entitlements, wage and hour issues and human resource policies and handbooks. He conducts internal employment investigations on behalf of clients, makes recommendations and prepares employer responses to administrative charges, including charges before the Equal Employment Opportunity Commission ("EEOC").

Scott assists in defending employers in a broad range of employment matters before state and federal courts, including wrongful terminations, retaliation, harassment, discrimination, failure to accommodate and wage and hour concerns. Scott handles cases alleging violations of Title VII of the Civil Rights Act, the Americans with Disabilities Act ("ADA"), the Age Discrimination in Employment Act ("ADEA"), the Family and Medical Leave Act ("FMLA"), New Jersey Law Against Discrimination ("NJLAD"), the New Jersey Conscientious Employee Protection Act ("CEPA"), the New Jersey Wage Payment Law, the New Jersey Wage Theft Act and the New Jersey Family Leave Act ("NJFLA").

Prior to joining Herrick, Scott was at Archer & Greiner, P.C and litigation counsel with Cleary Jacobbe Alfieri Jacobs Lagana LLC. Scott served as a legal intern to the Honorable Martin E. Ritholtz in Queens County Supreme Court in Jamaica, NY.

Services

- Employment
- Employment Counseling & Risk Management
- Employment Litigation
- Litigation

Education

- Benjamin N. Cardozo School of Law (J.D.)
 - Cardozo Scholar
- Touro College (B.A., *summa cum laude*)
 - Lander Scholar