



## Steven I. Adler

Partner

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### Overview

Steven Adler is a Partner and was a long-time member of the Firm's Executive Committee. Steve also serves as Co-Chair of the Firm's Litigation Practice Group, Co-Chair of the Firm's Labor and Employment Law Practice Group and Co-Chair of its Healthcare Litigation Practice Group.

During his 40 years of practice, Steve has handled cases with national significance. He regularly appears in state and federal courts throughout New Jersey and New York. He is known for his pragmatic approach to litigation while handling the most complex commercial, employment and healthcare disputes including class and collective actions. Some representative clients include such well-respected companies as Aon, Volkswagen, Woodmont Properties, Audi, Valley National Bank, Rolls-Royce and Bentley Motorcars, Asta Funding, Goya Foods and Flight Safety International (a Berkshire Hathaway company).

Steve has represented both plaintiffs and defendants in all types of employment-related matters, including age, race, sex and disability discrimination and harassment lawsuits, whistleblower litigation, equal pay claims, wage and hour class actions, trade secrets and ERISA withdrawal liability cases. He often appears in the Chancery Division throughout New Jersey in restrictive covenant litigation. During the past thirty years, Steve primarily has represented and provided guidance to management on all types of personnel issues.

Steve also spends a significant portion of his time handling healthcare litigation, including minority oppression cases, non-competes involving doctors, disputes involving ambulatory surgical centers and imaging centers, and fraudulent billing allegations.

Steve has served as a mediator in many cases, including for the Civil Division of the Superior Court of New Jersey, Bergen County. He also frequently lectures and writes extensively on employment law topics. He also has taught various law courses as an adjunct professor at Fairleigh Dickinson University. From 1999 to 2001, Steve served as Acting General Counsel for Rolls-Royce & Bentley Motor Cars Inc. while remaining a partner at another prestigious law firm.

Steve is a frequent contributor to Mandelbaum Barrett PC's Employment Law Blog. [Click Here to View.](#)

For more than 20 years, Steve has been selected for inclusion on the New Jersey Super Lawyers in Employment Litigation list and repeatedly has been named to the Best Lawyer in America® list\*. He has also been awarded the highest AV rating for his professionalism and the quality of his legal work from Martindale-Hubbell, the directory of legal professionals.

*\*No aspect of this advertisement has been approved by the Supreme Court of New Jersey or the American Bar Association. A description of the standard or methodology used by [Super Lawyers](#), [Best Lawyers](#) and [Martindale-](#)*

[Hubbell](#) can be found on their respective websites.

## Experience

Steve has substantial federal and state court jury trial and chancery litigation experience and has handled numerous employment related class actions and other complex employment and commercial litigation. He also regularly handles arbitrations at the AAA, JAMS and the AHLA. He was selected to be one of the initial Barristers in the Robert L. Clifford American Inn of Court, teaching younger attorneys litigation techniques. He currently is a Master in the Sidney Reitman Employment Law American Inn of Court, the first Inn of Court in this country devoted exclusively to employment and labor law, where for years he served as the head of the Bergen County pupillage team.

Steve also has a broad commercial and business litigation background which benefits his employment and healthcare clients as many employment and healthcare disputes also involve complex business issues.

Steve served as Acting General Counsel for Rolls-Royce and Bentley Motorcars Inc. for three years and he continues to serve as a trusted advisor to the Volkswagen Group of Companies on employment matters.

## Professional Affiliations

- Bergen County Bar Association (Past Chair, Labor Law Committee)
- New Jersey State Bar Association
- American Bar Association (Litigation and Labor Law Sections)
- Master, Sidney Reitman Employment Law Inn of Court
- Adjunct Professor, Fairleigh Dickinson University

## Awards

[Best Lawyer in America® list](#)

[Super Lawyers](#)

[Highest AV rating from Martindale-Hubbell](#)

## Publications

[What's in Store for Employment Lawyers in 2023](#) for the New Jersey Law Journal

## Notable Achievements

Steve has numerous reported decisions including cases of national importance relating to certifying a federal age discrimination collective action, requiring the speaking of English-only in the workplace and alter ego liability for ERISA withdrawal liability.

### Reported decisions include:

- Anderson v. Union City Mirror and Table Co., 16-cv-6012 (S.D.N.Y. Jan. 25, 2018).
- Asta Funding, Inc. v. Shawn Neal, Civ. No. 2:14-2495 (D.N.J. Nov. 13, 2018); Civ. No. 2:14-2495 (D.N.J. Feb. 8, 2019).

- Berman v. Valley Hospital, 103 N.J. 100 (1986).
- LoCurto v. AT&T Mobility, LLC, No. 13-cv-4303 (S.D.N.Y. Sept. 20, 2018); No. 13-cv-4303 (S.D.N.Y. June 13, 2019).
- Lusardi v. Xerox, 99 F.R.D. 89 (D.N.J. 1983); 747 F.2d 174 (3d Cir. 1984); 118 F.R.D. 351 (D.N.J. 1987); 975 F.2d 964 (3d Cir. 1992).
- Pomerantz Paper Corp. v. New Community Corp., 207 N.J. 344 (2011).
- Rosario v. Cacace, 337 N.J. Super. 578 (App. Div. 2001).
- Trooper Ink Co. v. Roico, Inc., 279 N.J. Super. 257 (App. Div. 1995).

#### **Representative cases include:**

- Obtaining dismissal of a race discrimination lawsuit against Volkswagen in the S.D.N.Y.;
- Obtaining a defense jury verdict on behalf of Goya Foods in a race and gender discrimination lawsuit;
- Obtaining a defense jury verdict on behalf of Flight Safety International in a breach of employee manual lawsuit in New Jersey state court;
- Obtaining a defense verdict on behalf of a radiology group in a sexual harassment lawsuit;
- Obtaining a defense verdict in a multi-million dollar ERISA withdrawal liability suit in the S.D.N.Y.;
- Obtaining a jury verdict in a FMLA lawsuit;
- Recovering \$10 million in lawsuit against a mutual life insurance company's board of directors for breaches of fiduciary duty;
- Recovering \$4.5 million in wage and hour misclassification litigation;
- Recovering \$3.7 million in a federal court lawsuit and Texas arbitration brought by senior executives for bonuses;
- Recovering \$4.3 million on behalf of a financial services company for lost profits;
- Obtaining an arbitration award of over \$4 million on behalf of Asta Funding (OTC: ASI) against former IT Director for computer fraud and abuse;
- Recovering \$3.4 million for overtime wages on behalf of an FLSA and state law class action in federal court in the S.D.N.Y.;
- Successfully defending a Berkshire Hathaway company in a disability discrimination lawsuit;
- Recovering over \$3 million for a Wall Street executive in a wrongful termination arbitration; and
- Recovering approximately \$75 million in severance for executives.
- Obtaining restraining order for healthcare providers being removed from Medicare Advantage insurance plan

## **Areas of Practice**

- [Labor and Employment \(Co-Chair\)](#)
- [Litigation \(Co-Chair\)](#)
- [Alternative Dispute Resolution](#)
- [ERISA and Employee Benefits](#)
- [Healthcare](#)
- [Automotive Law](#)

## **Admission**

- State of New Jersey, 1982
- U.S. District Court, District of New Jersey, 1982
- U.S. Court of Appeals, Third Circuit, 1983
- U.S. Court of Appeals, Second Circuit, 1999
- U.S. Court of Appeals, Fifth Circuit, 1999

## Education

- American University Washington College of Law, J.D., *cum laude*
- Rutgers College, B.A., with honors