



Michael A. Oppici

Counsel

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Overview

When workplace issues threaten to disrupt operations, relationships, or business objectives, clients turn to Michael Oppici for practical counsel, strategic advocacy, and solutions grounded in more than 25 years of labor, employment, and litigation experience.

Michael Oppici is Counsel in the firm's Labor & Employment and Litigation Practice Groups, where he represents employers, employees, labor unions, and organizations in a broad range of workplace, labor, and civil litigation matters. He has successfully handled complex disputes involving discrimination, wrongful termination, retaliation, sexual harassment, wage and hour claims, contract disputes, and other employment-related issues. His practice includes trial and appellate advocacy in both state and federal courts. In addition to representing clients in litigation, Michael advises businesses, labor organizations, and individuals on compliance with federal and state employment laws, including the National Labor Relations Act (NLRA), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), and wage and hour regulations. He provides practical guidance on workforce management, personnel decisions, workplace policies, and risk mitigation strategies. Michael has extensive experience representing public-sector employers and private-sector labor unions in collective bargaining negotiations, grievance and arbitration proceedings, unfair labor practice matters, representation issues, disciplinary and layoff appeals, scope of negotiations disputes, clarification of unit petitions, contested transfers, and OSHA investigations. He also regularly appears before administrative agencies, including the New Jersey Department of Labor, the New Jersey Division on Civil Rights, the National Labor Relations Board (NLRB), and the U.S. Equal Employment Opportunity Commission (EEOC). A trusted advisor and advocate, Michael counsels clients on employee discipline, terminations, leave administration, accommodation issues, evolving employment law requirements, and workplace best practices. He also conducts training programs on employment law compliance, harassment prevention, and related workplace issues, helping organizations foster productive, compliant, and respectful work environments. Before returning to private practice, Michael served with the New Jersey Public Employment Relations Commission (PERC), where he investigated labor disputes, mediated conflicts between employers and unions, and drafted agency decisions. This experience provides him with a valuable perspective on labor-management relations and the administrative processes that often shape workplace disputes.

Professional Affiliations

Essex County Bar Association, 2008-2015

Hudson County Bar Association, 2001-2008 (Young Lawyers: Treasurer & Recording Secretary)

Hudson Inn of Court, 2001-2006

Areas of Practice

[Labor and Employment](#)

[Litigation](#)

Admission

State of New Jersey (2000)

United States District Court of New Jersey (2000)

Third Circuit Court of Appeals (2011)

Education

Seton Hall University School of Law, J.D., 1993

Seton Hall University, Bachelor of Arts & Sciences, *cum laude*, 1988