



Michael J. Nesse

SENIOR COUNSEL

Livingston

973.549.2500

mnesse@grsm.com

RELATED SERVICES

- Commercial Litigation
- Employment
- Education

OFFICES

- Livingston

OVERVIEW

Michael J. Nesse is a Senior Counsel in the firm's New Jersey office, and a member of the Employment Law, Commercial Litigation and Education Law practice groups.

Michael focuses his practice on representing employers in workplace law matters, including employment litigation, preventive advice and counseling. He regularly represents clients from various industries in both state and federal courts, as well as before administrative agencies, such as the New Jersey Division on Civil Rights, New York State Division of Human Rights, Equal Employment Opportunity Commission and National Labor Relations Board. Michael has extensive experience representing management in various areas of labor and employment law, including actions involving allegations of discrimination, harassment, retaliation, wrongful discharge, breach of contract, wage-and-hour violations and other employment-related claims. Michael provides advice and offers trainings to public and privately held companies and organizations, and routinely prepares handbooks and other policies for employers.

In addition to his employment practice, Michael also handles commercial litigation and educational law matters, including, but not limited to, representing companies in commercial disputes and providing advice and counsel to educational institutions with respect to best practices and legal compliance.

REPRESENTATIVE EXPERIENCE

Representative Experience

- New York Team Prevails in Employment Arbitration on Behalf of National Law Firm

PUBLICATIONS

- Recent Changes to New York's Sexual Harassment Laws: What Employers Need to Know (April 2018)

PRESENTATIONS

- Presenter, "Addressing Harassment in the Workplace," Institute for Professional Development (Nov 2021)
- Training: Service animals under the Americans With Disabilities Act and certain state laws (Nov. 2022)

CREDENTIALS

Admissions

- New Jersey
- New York
- U.S. District Court, Eastern and Southern Districts of New York
- U.S. District Court, District of New Jersey
- U.S. Court of Appeals for the Third Circuit

Memberships

- New Jersey State Bar
- New York State Bar

Education

- J.D., *cum laude*, New York Law School
 - John Marshall Harlan Scholar
 - Staff Editor, New York Law School Law Review
- B.A., *magna cum laude*, Rutgers University

Honors

- *Best Lawyers in America*® Ones to Watch distinction in Commercial Litigation (2022-2025), Employee Benefits (ERISA) Law (2024-2025), Labor and Employment Law – Management (2024-2025), Litigation – Labor and Employment (2024-2025)*
- *Super Lawyers*® Rising Stars distinction in Employment & Labor (2022-2024)*

*No aspect of this advertisement has been approved by the Supreme Court of New Jersey.

A description of Best Lawyers selection methodologies can be found at: <https://www.bestlawyers.com/methodology>.

The Super Lawyers® list is issued by Thomson Reuters. A description of the selection methodologies can be found at: https://www.superlawyers.com/about/selection_process.html.