



Principal, Atlanta

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## Practices

- National Compliance and Multi-State Solutions
- Distribution and Warehousing
- Healthcare
- Hospitality
- Hotels
- Labor Relations
- Employment Litigation
- Real Estate
- Workplace Training
- Staffing and Independent Workforce
- Life Sciences
- Construction

## Education

- Yeshiva University Benjamin N. Cardozo School of Law, J.D. 2002
- University of Delaware, B.A. 1999

## Admitted to Practice

- New Jersey 2003
- New York - S.D. N.Y. 2003
- New York 2003
- District of Columbia 2005
- Georgia 2011
- Georgia - N.D. Ga. 2012
- 4th Circuit Court of Appeals 2012
- New Jersey - D. N.J. 2016
- Georgia - M.D. Ga. 2019

Evan M. Rosen is a principal in the Atlanta, Georgia, office of Jackson Lewis P.C. He is a litigator and counselor who is committed to the maxim, “don’t tell me what I can’t do, tell me how I can legally do what I want to do.” He approaches the law from a compliance and liability perspective, but is also keenly sensitive to the business realities facing companies and aggressively pursues good business results for his clients.

Evan’s practice focuses on representing employers in a wide array of matters within labor and employment law and encompasses:

- Defending companies against discrimination, harassment, retaliation, wage and hour, breach of contract, Fair Credit Reporting Act, and wrongful termination charges and lawsuits.
- Counseling companies on an eclectic range of employment policies and practices, including for example, hiring, discipline and discharge, leaves of absence, reasonable accommodation, wage and hour issues, background checks, and other workplace policies. He also regularly trains managers and employees on a variety of workplace best practices.
- Drafting agreements and policies, such as employee handbooks, employment agreements, separation agreements, independent contractor agreements, and employment policies.
- Assisting companies with managing their relationship with unions by working to keep companies union-free, spearheading the defense of union election campaigns, negotiating collective bargaining agreements, and defending companies against unfair labor practice charges and grievances.

Evan is originally from New Jersey, but his wife is a good Georgia “Bulldawg.” They have two wonderful children. In addition to spending time with his family, he enjoys reading both fiction and non-fiction books and is an avid soccer and baseball fan.

## Honors and Recognitions

- *The Best Lawyers in America*®, “Employment Law – Management” and “Litigation – Labor and Employment” (2017–present)

*No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. For all award methodology, see [Awards and Honors Methodology](#).*

## Representative Experience

- Representing employers in labor and employment lawsuits and EEOC charges, including all aspects of Title VII, ADA, FMLA, FLSA, and the U.S. Department of Labor’s Equal Employment Opportunity/Affirmative Action regulations
- Conducting internal wage-hour employment audits
- Drafting and modifying employee handbooks and manuals

- Advising employers on how to conduct internal investigations of discrimination and harassment claims, and preparing regular training sessions on preventing harassment and discrimination in the workplace
- Negotiating collective bargaining agreements with labor unions throughout the country
- Counseling unionized companies in labor relations, including representation in all phases of the grievance process and arbitrations
- Representing employers in unfair labor practice proceedings before the National Labor Relations Board
- Advising employers on union election campaigns, pre-election strategies, postelection appeals, decertification efforts, and successorship issues
- Defending employers and initiating proceedings against former employees for violating non-competition agreements and unlawfully disseminating trade secrets

### Published Works

“Navigating the Background Check Minefield,” *Staffing Success* (July/August 2022) [Co-Author]