Richard H. Bauch

Of Counsel

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Richard Bauch is Of Counsel to Porzio, Bromberg & Newman and a member of the firm's Litigation Practice Group. He concentrates his practice on the representation of management in the areas of labor and employment law, education law and general litigation.

Richard defends public and private employers in State and Federal courts and administrative agencies. He represents clients in a wide variety of traditional labor law matters, including collective bargaining, grievance and interest arbitration and unfair labor practice proceedings, both before the National Labor Relations Board and the New Jersey Public Employment Relations Commission. Richard has successfully represented both private and public employers in numerous labor and employment law cases, including discrimination and harassment cases, and in whistleblower and alleged retaliation cases.

Richard counsels employers on employment-related issues such as ADA obligations, FMLA/FLA compliance, wage and hour and prevailing wage matters, and provides training to employers regarding anti-harassment policies and employee appraisal and supervision. He also serves as neutral investigator for employer-requested internal investigations concerning equal employment and other workplace matters.

Admitted to the Roster of Superior Court-approved Civil Law Mediators, Richard serves as a court-approved civil mediator.

Recognitions

*No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. For ranking methodologies, please see **here**.*

- *The Best Lawyers in America®* - Employment Law - Management (2023-2027)
- New Jersey Super Lawyers® (2005, 2006, and 2009)

Memberships

- New Jersey State Bar Association, Director, Resolution Dispute Section
- New Jersey Association of Professional Mediators
- New Jersey Association of School Attorneys: President, 2002-2004; Vice President, 2005-Present

- Justice Marie L. Garibaldi Alternative Dispute Resolution (ADR) Inn of Court, Member

News

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- 33 Porzio, Bromberg & Newman Attorneys Recognized by *Best Lawyers® 2027*, Including Two "Lawyer of the Year" Recipients, 8/20/2026
- 26 Porzio Attorneys Recognized in *The Best Lawyers in America®* 2026 Edition; 6 Listed as *Best Lawyers: Ones to Watch®*, 8/21/2025
- 26 Porzio Attorneys Recognized in *The Best Lawyers in America® 2025 Edition*; 6 Listed as *Best Lawyers: Ones to Watch®*, 8/15/2024
- 27 Porzio Attorneys Recognized in *The Best Lawyers in America®*; *Best Lawyers: Ones to Watch®*, 8/17/2023
- 24 Porzio Attorneys Recognized in The Best Lawyers ® in America, 2023 Edition, 8/18/2022
- Porzio's Litigation Department Volunteers for Homeless Solutions, 8/02/2017
- Porzio Welcomes Richard Bauch to the Employment and Labor Department, 6/01/2017

Articles

- Eighth Circuit Says Context Matters in Employer Limits on Political Workwear, 11/20/2025
- Porzio's 2023 Employment Law Year in Review, 12/29/2023
- Porzio's 2022 Employment Law Year in Review, 12/28/2022
- Porzio's Employment Law Year in Review, 1/10/2022
- The Joint Employer Merry-Go-Round Comes Full Circle: The USDOL Proposes to Change the FLSA Joint Employer Rules Yet Again, 3/31/2021
- School Boards Have Complete Control Over School Calendar: Application and Implications of Appellate Division Ruling, 8/31/2018
- Third Circuit Clarifies that Employees Can Prove a Hostile Work Environment When Subjected to a Single Workplace Slur, 8/31/2017
- One and Done? Third Circuit Clarifies That Employees Can Prove A Hostile Work Environment When Subjected To A Single Workplace Slur, 8/31/2017

Speaking Engagements

- "WPBN Legal Update," 16th Annual Porzio Employment Law Forum, 10/01/2024

- "Accommodating Employees in the Workplace," Presenter, Porzio Employment Law Forum, Morristown, NJ, 10/04/2023
- "Avoiding ERISA Withdrawal Liability Traps: Just When You Thought You Were Out, They Brought You Back In," Porzio Employment Law Forum, 11/02/2022
- "Maybe it Does Matter Where Your Employees Work: A Survey of Laws Impacting Remote Work in the Age of COVID-19," Porzio Employment Law Forum, October 27, 2020.
- "Are the Courts Whistling a New Tune Now? Recent Developments in NJ's "Whistleblower Law" Litigation," Porzio Employment Law Forum, October 2019.
- "Avoid Getting Scrambled by the U.S. Government's Antitrust Attack on No-Poaching and Wage-Fixing Agreements," Porzio Employment Law Forum, Morristown, NJ, October 3, 2018.
- "Battle of the Sexes: Waging War Over Pay Equity," Porzio Employment Law Forum, Morristown, NJ, November 15, 2017.
- "Blowing the Whistle on CEPA and School Boards," New Jersey School Boards Association's Spring School Law Forum, Monroe Township, NJ, June 14, 2017.

Practices

- Education Law
- Employment & Labor
- Litigation

Area of Focus

- Arbitration & Mediation
- Disability Accommodations & Leaves of Absence
- Discrimination, Harassment & Retaliation
- Employment Counseling
- Reductions in Force
- Restrictive Covenants
- Traditional Labor
- Wage & Hour

Industries

- Education

Richard H. Bauch Cont.

Bar Admissions

- New Jersey, 1985

Court Admissions

- United States District Court, District of New Jersey, 1985
- United States Court of Appeals, Third Circuit, 1986
- United States Supreme Court, 2007

Education

- *Rutgers Law School*
  J.D., 1984
- *New Jersey City University*
  M.A., 1979
- *New Jersey City University*
  B.A., 1977
  cum laude