

# Thomas J. Reilly

## Counsel

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Tom Reilly helps employers, educational institutions, public entities, and nonprofit organizations navigate the legal and operational challenges that arise at the intersection of employment, labor, education, and public-sector law. Working closely with human resources professionals, in-house counsel, executives, school administrators, and governing bodies, he helps clients ranging from small businesses to Fortune 500 companies manage complex disputes, regulatory obligations, and day-to-day workplace issues while advancing their organizational objectives.

Tom counsels public- and private-sector clients on a broad range of labor and employment matters, including employee discipline and termination, disability accommodations, discrimination and harassment claims, leave and attendance management, wage and hour compliance, workplace investigations, restrictive covenants, employment agreements, and compliance with federal and state employment laws. He is known for providing practical, business-focused guidance that helps organizations assess risk, address challenges proactively, and make informed decisions in rapidly evolving legal environments.

A seasoned litigator and appellate advocate, Tom represents clients in state and federal courts, administrative proceedings, arbitrations, and appeals throughout New Jersey. He has successfully argued matters before the New Jersey Appellate Division, handled complex statutory and commercial disputes, and briefed numerous cases before both the Appellate Division and the New Jersey Supreme Court. His litigation and appellate experience spans employment disputes, public-sector labor matters, education law, tax controversies, complex statutory interpretation, and issues involving significant public policy considerations.

Tom has particular depth in education law and regularly represents school districts, educational institutions, and public entities in litigation, administrative proceedings, and day-to-day counseling matters. He appears before the Public Employment Relations Commission (PERC), the Office of Administrative Law, and the New Jersey Commissioner of Education, handling collective bargaining disputes, grievance and disciplinary matters, tenure-related issues, personnel matters, and the interpretation of New Jersey education statutes and regulations. He also advises boards of education and public entities on governance and compliance issues arising under the Open Public Meetings Act (OPMA) and Open Public Records Act (OPRA).

Leveraging both his litigation experience and Porzio's multidisciplinary resources, Tom helps clients evaluate not only the legal implications of a dispute, but also the broader regulatory, operational, and public policy considerations that may affect their organizations. He frequently works with educational institutions, trade associations, membership organizations, and

public-sector clients on matters involving evolving laws, regulations, and industry developments, providing strategic guidance that accounts for both immediate legal needs and long-term organizational objectives.

Tom's clients include hospitals and healthcare organizations, energy companies, educational institutions, nonprofit organizations, public entities, and employers across a wide range of industries. Drawing on years of counseling, litigation, and appellate experience, he helps clients navigate the statutory and regulatory frameworks that shape today's workplace and public institutions, including the New Jersey Law Against Discrimination (NJLAD), the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the New Jersey Family Leave Act (NJFLA), the New Jersey Earned Sick Leave Law, OPMA, OPRA, and other federal and state employment, labor, and education laws.

In addition to his litigation and appellate practice, Tom is deeply committed to mentorship and legal education. He teaches Appellate Advocacy at Seton Hall University School of Law, helping law students develop the research, writing, and oral argument skills required to succeed before appellate courts. His experience teaching future advocates complements his own extensive appellate practice and reflects his dedication to developing thoughtful, effective legal strategies on behalf of clients.

## Recognitions

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

- *Best Lawyers: Ones to Watch® in America* – Appellate Practice (2026 and 2027); Labor and Employment – Management (2026 and 2027); Litigation - Labor and Employment (2026 and 2027)
- *New Jersey Law Journal* - Unsung Hero (2026)
- New Jersey Rising Stars® (2027)

## Memberships

- New Jersey State Bar Association - Member
- Friends of South Amboy - Member

## News

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- 22 Porzio, Bromberg & Newman Attorneys Named to 2027 New Jersey Super Lawyers® and Rising Stars® Lists, 11/16/2026
- New Jersey Legal Awards Recognize Rahool Patel as New Leader of the Bar, Thomas Reilly as Unsung Hero, 9/03/2026
- 33 Porzio, Bromberg & Newman Attorneys Recognized by *Best Lawyers® 2027*, Including Two "Lawyer of the Year" Recipients, 8/20/2026

- Porzio, Bromberg & Newman's Representation Featured in NJ.com Coverage of Jackson Township Police Lawsuit Aftermath, 2/13/2026
- Porzio, Bromberg & Newman Successfully Represents Sea Bright in NJ Supreme Court Regionalization Case, 12/09/2025
- 26 Porzio Attorneys Recognized in *The Best Lawyers in America®* 2026 Edition; 6 Listed as *Best Lawyers: Ones to Watch®*, 8/21/2025
- Porzio, Bromberg & Newman Successfully Represents New Jersey State Association of Chiefs of Police in Supreme Court Appeal of 'Daniel's Law' Ruling, 6/23/2025
- Porzio, Bromberg & Newman Successfully Represents New Jersey State Association of Chiefs of Police in Paterson Supersession Case, 12/19/2024
- Porzio, Bromberg & Newman Successfully Represents Borough of Sea Bright in School Regionalization Case, 12/09/2024
- Porzio, Bromberg & Newman Announces 2024 Promotions Class, 7/01/2024
- Porzio, Bromberg & Newman Successfully Represents New Jersey Chiefs of Police in Appeal of "Daniel's Law" Ruling, 4/29/2024
- Porzio, Bromberg & Newman Successfully Represents New Jersey State Association of Chiefs of Police as Lead Amicus Against Constitutional Challenge to "Daniel's Law", 9/22/2023

## Articles

- Will the New Jersey Supreme Court Follow Massey v. Borough of Bergenfield on Reverse Discrimination Claims? - Corporate Counsel, American Bar Association Litigation Section, 10/29/2026
- New Year, New NLRB: What Employers Should Expect for Federal Employment and Labor Policy in 2026, 2/27/2026
- NJ Supreme Court Clarifies Attorney Advertising, Debt Liability Rules in Recent Decisions, 12/17/2025
- NYC's New Expanded Sick Leave: What Employers Need to Know, 12/02/2025
- Eighth Circuit Says Context Matters in Employer Limits on Political Workwear, 11/20/2025
- A New Need For "Uniform" Policies: NLRB Reverses Course, Provides Greater Protection To Employees Who Display Political Slogans On Work Uniforms, 3/29/2024
- New Year, New Rules: NLRB Reverses Course (Again) on Joint-Employer Standard, Employers Should Beware, 1/30/2024
- Porzio's 2023 Employment Law Year in Review, 12/29/2023
- *Adams v. Yang:* Appellate Division Clarifies Principles of Judicial Estoppel as Applied to Settling Joint Tortfeasor, 12/21/2023
- Appellate Division Affirms FAA Limits on Judicial Review, 11/14/2023

## Thomas J. Reilly Cont.

- Whistleblowing Past The Graveyard: Making Sense of Two Recent, and Seemingly Contradictory, Appellate Division CEPA Cases, 10/31/2023
- New Jersey Supreme Court Affirms Jury's Role in Borrowed-Employee Disputes, 9/15/2023
- NJDOL's New And Powerful Enforcement Mechanism Marks More Aggressive Approach To Enforcing New Jersey's Labor Laws, 8/10/2023
- New York and New Jersey Introduce Bills to Regulate Artificial Intelligence in the Hiring Process, January 2023
- Porzio's 2022 Employment Law Year in Review, 12/28/2022
- Cybersecurity Risks: New Developments Regarding Employer Liability For Work-Related Identity Theft, November 2022
- Nondisclosure vs. Non-disparagement: The Current Loophole In Employer-Employee Settlement Agreements Arising Under The Law Against Discrimination, July 2022
- Where There's Smoke, 'You're Fired'? How The Sale of Personal Use Cannabis In New Jersey Ignites Tensions With Employers' Drug-Free Workplaces, 5/31/2022
- Lapsley v. Township of Sparta: Clarification of the "Premises Rule" In Workers' Compensation Claims, 4/25/2022
- Porzio's Employment Law Year in Review, 1/10/2022
- In "Case" You Missed It: 27-35 Jackson Ave., LLC v. Samsung Fire & Marine Inc. Co., 1/03/2022
- Federal And State Governments Expand Vaccine And Testing Mandates For Employees, 9/27/2021
- In "Case" You Missed It: Giallombardo v. Kyriak: A Clarification Of The Punitive Damages Standard, 9/01/2021
- What Employers Need To Know About Mandatory Vaccine Policies And What To Do With Employees Who Refuse To Be Vaccinated, 5/27/2021
- In "Case" You Missed It: Delaney v. Dickey, 1/14/2021
- DOL Releases New Back-to-School FFCRA Guidance, 9/11/2020
- Old Rules, "New Normal", 5/12/2020
- Leave Entitlements Arising from COVID-19, 3/20/2020
- Appellate Division Confirms that "Magic Words" Are Not Necessary For Law Against Discrimination Claims, 11/20/2019
- Why New Jersey's Reverse Age Discrimination Standard Creates Difficulties for Both Employers and Employees, 10/10/2019
- New Jersey Employers May Not Inquire About Salary History, 8/19/2019
- Employers Guide to New Jersey Equal Pay Act, 7/01/2019
- Governor Murphy Signs Bill Expanding Family Leave Benefits, 3/19/2019
- Have You Really Agreed to Arbitrate?, December 2018

- Having a Policy is Good Policy, 9/27/2018

## Speaking Engagements

- “The One Where We Discuss Discrimination: A Practical Guide for Employers to Navigate Changing Times and an Evolving Legal Landscape,” 18th Annual Porzio Employment Law Forum, 9/30/2026
- "All the Small Things (Your Handbook Needs): A Pop Punk Guide to Employment Policy Updates for 2025," 17th Annual Porzio Employment Law Forum, 10/07/2025
- "Employment of Adults Under Guardianships: Legal Issues and Practical Tips," 42nd Annual Autism Conference, 10/25/2024
- "WPBN Legal Update," 16th Annual Porzio Employment Law Forum, 10/01/2024
- "Discipline & Termination While on Leave: End of (Vacation) Days," Presenter, Porzio Employment Law Forum, Morristown, NJ, 10/04/2023
- "Recruitment and Retention: Lawful Methods and Potential Pitfalls Employers Should Know," Porzio Employment Law Forum, 11/02/2022
- "Examining the Importance of Leave Laws in the Final Months of FFCRA and Beyond," Porzio Employment Law Forum, 10/20/2020
- "The Old School and the New - Considerations for School Re-Opening," Porzio Webinar, 7/07/2020
- "Ethical Issues Attorneys Face in Representing Cannabis Businesses," NBI's Marijuana Business Law in NJ, Princeton, NJ, 12/05/2019
- "Ethical Issues Attorneys Face in Representing Cannabis Businesses," NBI's Marijuana Business Law in NJ, Newark, NJ, 12/04/2019
- "Roundtable Discussion: The Opioid Crisis and Its Impact on the Workplace," Porzio Employment Law Forum, 10/03/2019

## Media Mentions

- "Town Can Join New Regional School District, NJ Justices Say," *Law360*, 12/08/2025
- NJ Supreme Court Rules 5-1 in Favor of Jersey City Tax Exemption, 6/01/2022

## Practices

- Education Law
- Employment & Labor
- Litigation

## Area of Focus

- Disability Accommodations & Leaves of Absence
- Discrimination, Harassment & Retaliation
- Employment Counseling
- HR Training & Policy Development
- Reductions in Force
- Restrictive Covenants
- Wage & Hour

## Industries

- Cannabis
- Education

## Relevant Experience

*Results may vary depending on your particular facts and legal circumstances. Prior results do not guarantee a similar outcome.*

**Relevant Industry and Governmental Experience**

- Seton Hall University School of Law - Professor, Appellate Advocacy (Fall 2024-Present)

**Opinions, Decisions and Cases**

- *In re Rudolph Beu, Vineland Police Dep't*, No. A-391-24 (App. Div. Oct. 26, 2026)
- *State v. Miles*, __ N.J. __ (2026) (A-41-24)
- *Kratovil v. City of New Brunswick,* 261 N.J. 1 (2025)
- *I/M/O the Verified Petition for the Proposed Creation of a PK-12 All-Purpose Regional School District by the Borough of Sea Bright, et al.,* 262 N.J. 318 (2025)
- *American Civil Liberties Union of New Jersey v. County Prosecutors Association of New Jersey*, 257 N.J. 87 (2024)
- *State v. Olenowski*, 255 N.J. 529 (2023)
- *Conforti v. County of Ocean*, 255 N.J. 142 (2023)
- *Mack-Cali Realty Corp. v. State, et al*., 250 N.J. 550 (2022)
- *In re Attorney General Law Enforcement Directive Nos*. 2020-5 and 2020-6, 246 N.J. 462 (2021)
- *In re Ridgefield Park Bd. of Educ.*, 244 N.J. 1, (2020)

- *Spille v. South Hunterdon Reg'l Bd. of Educ., et al.*, No. A-2422-22 (App. Div. 2025)
- *Lipsky v. N.J. Ass'n of Health Plans, Inc.*, 474 N.J. Super. 447 (App. Div. 2023)
- *State v. Ruthnaswamy,* No. A-219-19 (App. Div. Dec. 2, 2019)
- *Board of Education of Ridgefield Park v. Board of Education of Little Ferry*, Agency Dkt. No. 165-8/20 (Commissioner of Education, April 22, 2021)

## Bar Admissions

- New Jersey, 2017
- New York, 2018
- Nevada, 2020

## Court Admissions

- United States District Court, District of New Jersey, 2017

## Education

- *Seton Hall Law School*
  J.D., 2017
  cum laude; Associate Editor; Articles Editor, Seton Hall Law Review, 2015-2016; 2016-2017; Chancellor Scholarship Excellence in Criminal Law Award, 2015
- *Rutgers University*
  B.A. in History, 2013
  summa cum laude

## Clerkships & Internships

- Law Clerk, The Honorable Jaynee LaVecchia, Supreme Court of New Jersey, Morristown, NJ
- Intern, The Honorable Joseph Paone, Superior Court of New Jersey, Chancery Division, Family Part, New Brunswick, NJ