Christopher F. Scales

Associate

Parsippany, NJ

T: (973) 889-4310

E: CFScales@pbnlaw.com

Christopher Scales helps employers and organizations resolve complex labor and employment challenges with a strategic, results-driven approach. He represents clients in disputes involving whistleblower claims, discrimination, wage and hour issues, and regulatory compliance across New Jersey and New York. With experience managing high-stakes litigation and advising on preventative strategies, he delivers practical solutions that protect both the workplace and the business.

Drawing on a career that spans private practice, judicial chambers, and senior government leadership, Chris brings a unique perspective to employment and regulatory matters. He has counseled clients on compliance programs, defended against False Claims Act investigations, and navigated employment-related disputes touching on contractual obligations, workplace policies, and sensitive personnel issues. Clients rely on his ability to anticipate risks, negotiate effectively, and align legal strategy with organizational goals.

Before joining the firm, Chris served as Chief of Staff for the New Jersey Department of Transportation, where he advised on labor and employment issues, managed inter-agency disputes, and guided policy initiatives impacting thousands of employees. He also previously served as a member of the Hamilton Township Board of Education, where he gained firsthand insight into the challenges public institutions face in addressing employment, governance, and compliance matters.

This breadth of experience enables Christopher to view workplace challenges from multiple angles and provide clear, actionable counsel that minimizes risk and supports long-term success.

Memberships

- Essex County Bar Association – Member
- Middlesex County Bar Association – Member
- New Jersey State Bar Association – Member

News

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

- Porzio, Bromberg & Newman Attorneys Elizabeth M. Shea and Christopher F. Scales Appointed to Governor-Elect Sherrill's Interdisciplinary Advisory Task Force, 12/02/2025

Articles

- Relearning the ABCs of Worker Classification in New Jersey, 5/20/2026
- Chartering a New Course: What Charter Schools Need To Know About New Jersey's Recent Reforms, 3/04/2026
- No Credit? No Problem: How New York's New Law Protects Job Seekers, 1/23/2026
- New Jersey Enacts "Bell-to-Bell" Cellphone Ban: What School Districts Need to Know, 1/14/2026
- NYC's New Expanded Sick Leave: What Employers Need to Know, 12/02/2025
- The Right to Refuse: NJ Law Gives Workers the Freedom to Tune Out, 10/27/2025

Speaking Engagements

- “The Growing Role of Adaptive Transportation Network Companies for Paratransit in New Jersey in 2026 and Beyond,” NJ TransAction Conference 2026, 4/14/2026

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

- Education
- Transportation

Community Involvement

- New Jersey State Police, Survivors of the Triangle – Member
- Hamilton Township Board of Education – Member (2015-2018 and 2026-present)

Bar Admissions

- New Jersey, 2022
- New York, 2023

Court Admissions

- United States District Court, District of New Jersey, 2022

Education

- *Seton Hall Law School*
  J.D., 2022
- *Rider University*
  B.A., 2018

Clerkship & Internships

- Judicial Law Clerk, Honorable John Zunic, Superior Court of New Jersey, Criminal Division (2022-2023)
- Judicial Extern, Honorable John Michael Vazquez, United States District Court for District of New Jersey (2021)
- Judicial Extern, Honorable Lois H. Goodman, United States District Court for District of New Jersey (2020)