



Martin W. Aron

Edwards Angell Palmer & Dodge LLP
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Areas of Practice

Litigation
Educational Institutions
Financial Services
Labor & Employment
Insurance & Reinsurance
Privacy

Industries

Media & Broadcasting

Education

Benjamin N. Cardozo School of Law,
Yeshiva University, J.D.
Rutgers College, B.A.
with distinction

Bar Admissions

Massachusetts
New Jersey
New York

Court Admissions

U.S. Supreme Court
U.S. Court of Appeals, First Circuit
U.S. Court of Appeals, Second Circuit
U.S. Court of Appeals, Third Circuit
U.S. District Court, Massachusetts
U.S. District Court, District of New
Jersey
U.S. District Court, Eastern District
of New York
U.S. District Court, Southern District
of New York

Marty is Co-Chair of the firm's Labor & Employment Group. For more than 20 years, Marty has represented employers in all facets of labor and employment matters. He acts as lead regional employment litigation counsel to a major communications company and general counsel to a national insurance marketing company. Marty has successfully defended employers in cases involving claims of discrimination on the basis of age, sex, sexual harassment, race, national origin, religion, sexual orientation and disability. He is also experienced in handling claims that arise under various state and federal statutes involving diverse issues such as family medical leave, whistleblowing, wage and hour regulation, unlawful competition, violation of restrictive covenants and theft of trade secrets.

Marty litigates in state and federal courts, administrative agencies and arbitration forums for both unionized and non-union employers. He is recognized by his peers as an experienced trial attorney, having achieved the designation of Certified Civil Trial Lawyer from the New Jersey Supreme Court. He is a frequent lecturer on labor and employment issues and a Master of the Bench in the Sydney Reitman Labor & Employment Law Inn of Court. Marty is also certified as a Senior Professional of Human Resources (SPHR), a designation attained through the HR Certification Institute. Marty was also recently elected a Fellow of the prestigious College of Labor & Employment Lawyers.

Marty's practice consists of Fortune 100 companies with national and international operations as well as colleges, universities and emerging companies with fewer employees. He advises employers in a wide range of industries, including telecommunications, insurance, pharmaceuticals, biotechnology, banking, retail, manufacturing and food distribution as well as non-profit and academic institutions.

Memberships

American Bar Association
New Jersey Bar Association (NJBA)
Society for Human Resource
Management
National Association of College and
University Attorneys
Chair, Labor & Employment
Committee, NJBA Business Law
Section
Chair, Civil and Personal Rights
Committee, NJBA Labor &
Employment Section

Notable Experience

- In an age discrimination case by a Union Steward against a major communications company, Marty won a directed verdict at trial. In this case, he obtained pretrial rulings that struck the jury demand as well as claims for punitive damages and attorneys' fees.
- In a whistleblower case by a pharmacist plaintiff against a national pharmacy chain, Marty won a directed verdict that was upheld on appeal.
- In an unfair competition case for a publicly traded biotechnology company, he successfully defeated a temporary restraining order (TRO) and preliminary injunction on inevitable disclosure and theft of trade secret grounds.
- In a Family Medical Leave Act case for a national pharmacy chain, Marty won a defense jury verdict after achieving summary dismissal of other substantive claims.
- In a sexual harassment case against one of New Jersey's largest banks, he won summary judgment dismissal of all claims.
- In an age discrimination case against the CEO of a major insurance company, Marty won summary judgment, despite alleged "stray remarks" concerning the desire for a "young, dynamic workforce."
- In a sexual harassment case against an engineering firm and its president, Marty won a defense verdict at trial.

Recent Speaking Engagements and Publications

Marty is a contributing author for *New Jersey Labor & Employment Law*, a publication of the New Jersey Institute of Continuing Legal Education (NJICLE). Marty regularly makes presentations to clients and management groups on labor and employment topics of interest.

Speaking Engagements

- Moderator, *Alternate Dispute Resolution (ADR) for Business Lawyers*, New Jersey Bar Association, Business Law Section Program, June 19, 2008.
- Presenter, *Legal Issues in Managing the Aging Workforce*, Rutgers University, New Brunswick, New Jersey, June 6, 2008.
- Speaker, *Hot Tips in Labor and Employment - Restrictive Covenants and Unfair Competition*, New Jersey Law Center, June 13, 2007.
- Moderator and Speaker, *Unfair Competition and Restrictive Covenants*, New Jersey Bar Association, Business Law Section Seminar, February 7, 2007.

- Moderator and Presenter, *Hot Topics in Employment Law for In-House Counsel*, New Jersey Chapter, Association of Corporate Counsel, May 2006.
- Moderator and Presenter for NJICLE, program entitled: *An Employment Lawyers' Guide to Reductions in Force*, New Jersey Law Center, September 22, 2005.
- Presentation to AIG Insurance Group, entitled: *A Nuts and Bolts Review: How to Evaluate Discrimination Claims*, AIG Training Center, August 23-24, 2005.
- Moderator and Presenter: Rutgers School of Management and Labor Relations, Executive Master in Human Resource Leadership (EMHRL), program entitled: *Depositions and the Role of Human Resources*, July 29, 2005.
- Presentation to AIG Insurance Group, entitled: *Whistleblower Claims and Liabilities*, AIG Training Center, July 30, 2004.
- Moderator for program of NJICLE, program entitled: *Fair Labor Standards Act: Recent Developments and Class Actions*, New Jersey Law Center, July 28, 2004.
- Moderator and Presenter: Rutgers School of Management and Labor Relations, Executive Master in Human Resource Leadership (EMHRL), program entitled: *Depositions and Labor Law for the Human Resources Professional*, July 23, 2004.
- Moderator and Presenter: Association of Corporate Counsel, New Jersey Chapter, program entitled: *Hot Topics in Employment Law*, March 20, 2004.
- Moderator and Presenter: New Jersey Corporate Counsel Association, program entitled: *FMLA After Ragsdale v. Wolverine*, November 14, 2002.
- Speech before American Subcontractors Association, New Jersey Chapter, entitled: *Navigating the Employment Minefield*, April 20, 2001.
- Speech before the New Jersey Business & Industry Association, *Hot Topics in Employment Law Program*, Employer Obligations Under the Family and Medical Leave Act (FMLA), March 1997.

Selected Publications

- "Non-Traditional Harassment in Academe," *co-author, Edwards Angell Palmer & Dodge Labor & Employment Bulletin*, Winter 2008.
- "Avoiding Liability for Workplace Courtships: Office Romances Lead Employers to Test the Use of Love Contracts," *co-author, New Jersey Law Journal*, Vol. CLXXXVIII - No. 2 - Index 110, April 9, 2007 and *Edwards Angell Palmer & Dodge Labor & Employment Bulletin*, Summer/Fall 2007.
- "Minimizing Employment & Termination Exposures" *Risk Factor*, July 2007
- Employers Oppose Enactment of Employee Free Choice Act, *co-author, Andrews Litigation Reporter*, April 24, 2007.
- Contributing author for treatise entitled: *New Jersey Labor & Employment Law*, published by the NJICLE.

- *Sex, Lies and Audiotape: Using Surreptitious Recordings in Litigation*, *New Jersey Law Journal*, 155 N.J.L.J. 100.
- *Sexual Harassment Investigations Can Be Subject to Discovery*, *New Jersey Law Journal*, 144 N.J.L.J. 182.
- Co-Author: *The Four-Headed Monster: ADA, FMLA, OSHA and Workers' Compensation*, 46 *Labor Law Journal* 48, January, 1995.
- *Whistleblowers, Insubordination and Employee Rights of Free Speech*, 43 *Labor Law Journal* 211, April 1992.
- *Drug Testing: The Employer's Dilemma*, 38 *Labor Law Journal*, March, 1987

Before Edwards Angell Palmer & Dodge

Marty founded and ran the Labor & Employment practice at one of New Jersey's largest firms prior to joining Edwards Angell Palmer & Dodge.

Besides Edwards Angell Palmer & Dodge

Marty is a pianist and composer. One of his compositions was performed at Lincoln Center for the Performing Arts in New York City. He is the immediate past-president and a current Board Member of a New York-based arts group.