



ANNA MARIA TEJADA

PARTNER

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Anna María Tejada defends management in labor and employment litigation nationwide and provides counseling and workplace training on related matters affecting their operations. Drawing on more than 20 years of experience, Anna María advises companies and public entities, including private and charter schools and public school boards, on disputes ranging from employee discipline and accommodations to leaves of absence, and wage and hour matters. She also has experience with issues arising from disability, harassment and discrimination claims, as well as employee discharge, workforce reductions and whistleblower claims.

Anna María counsels her clients on compliance with both state and federal employment and labor laws and regulations to help them assess how they can limit their liability and exposure to claims. When needed, she also conducts employment-related investigations. When an employer's compliance comes into question, Anna María represents them in administrative proceedings before agencies including the Equal Employment Opportunity Commission (EEOC), New Jersey Division of Civil Rights (NJDCR), New York Division of Human Rights (NYDHR) and National Labor Relations Board (NLRB). She also represents companies facing the U.S. Department of Labor (DOL) investigations and compliance audits. In litigation, she manages the case from pre-suit discovery, mediation and to the conclusion of the case.

In addition to her experience as a litigator, Anna María develops training manuals, employment handbooks and corporate policies, and she trains managers, supervisors and employees on compliance and enforcement. She also guides clients on unionization and related issues affecting employer-employee relationships.

Anna Maria is a fluent Spanish speaker.

SERVICES

Labor and Employment
Employment Litigation
Employment Counseling
Traditional Labor Relations

INDUSTRIES

Construction
Energy
Financial Services
Food, Beverage and
Agribusiness
Food
Beverage
Agribusiness
Health Care
K-12 Schools
Independent K-12 Schools
Charter Schools
Insurance
Real Estate
Technology and
Manufacturing

HONORS

Selected as a Distinguished Women Honoree ("Mujeres Destacadas") by El Diario, 2019

Named to the Top Women in the Law list, New Jersey Law Journal, 2018

Honoree, Dominican Bar Association, 2018

Named to the NJ BIZ Best 50 Women in Business list, 2018

Honoree, Friends of the Hispanic Research and Information Center, 2017

Silver Beaver National Award, Northern New Jersey Boy Scouts Council, 2016

Honoree, Executive Women of New Jersey Salute to Policy Makers, 2016

Professional Lawyer of the Year Award, New Jersey Commission on Professionalism, 2015

Outstanding Leadership Award, Morris County Organization for Hispanic Affairs, 2015

Diversity in the Profession Award, Bergen County Bar Association, Women Lawyers in Bergen, 2015

2015 Champion of Justice Award (Campeón de la Justicia), Alianza, Rutgers School of Law-Camden, 2015

Honoree, 7th Annual Great Conversations, Morris Arts, 2015

Attorney of the Year, Statewide Hispanic Chamber of Commerce of New Jersey, 2014

Good Scout Award, Northern New Jersey Boy Scouts Council, 2014

Women of Achievement Award, Women of Tri-County Luncheon, 2014

2013 HNBA Top Lawyer Under Forty Award, 2013

Community Service Award, Association of Latin American Law Students 2013

New Leaders of the Bar, New Jersey Law Journal, 2012

Shirley Chisholm Award for Service in the Law by Assembly Speaker Oliver, 2012

Honoree, 14th Annual Association of Latin American Law Students, 2011

MEMBERSHIPS AND AFFILIATIONS

President-Elect, Executive Women of New Jersey, 2019 to 2020

Hispanic National Bar Association (HNBA)

- Vice President of Programs, 2019 to 2020
- Commission on the Status of Latinas in the Legal Profession, 2011 to 2012, 2017 to 2018
- President, HNBA Region III-NJ, 2011 to 2012, 2014 to 2016)
- Leadership Team for HNBA Corporate Counsel Conference, 2012

Hispanic Bar Association of New Jersey (HBA-NJ)

- President, 2013 to 2014

- Founder and Chair, American Dream Pipeline Program, 2013 to present

Member, National Employment Law Council, 2015 to present

Fellow, American Bar Foundation, May 2017 to present

TIPS Fellow, American Bar Association, 2017 to 2018

Northern New Jersey Boy Scouts Council

- Executive Board Member, 2014 to present
- Chair, Scoutreach Committee, 2014 to present

Attorney Member, Bergen County IIA District Ethics Committee, 2009 to 2013

EDUCATION

J.D., Rutgers School of Law-Newark, 1999

B.A., Rutgers University, 1996

BAR ADMISSION

New Jersey

New York

CLERKSHIPS

Judge John E. Wallace Jr., Appellate Division, Superior Court of New Jersey