**ARMANDO V. RICCIO**

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**AREA OF FOCUS**

*Labor and Employment Law.* For over eighteen (18) years, Mr. Riccio has concentrated his practice in representing management in the public and private sectors with various employment matters. As solicitor and labor relations counsel to a variety of public entities of various sizes, Mr. Riccio has developed the depth of experience and ability to provide a broad range of legal services in labor and employment matters, including the areas of union negotiations, grievance/arbitration hearings, and matters before the Public Employment Relations Commission (PERC) including interest arbitrations, unfair practice charges, representation petitions, unit clarification petitions, scope petitions, and fact finding. He also provides practical and legal advice concerning policy issues and discipline matters as well as medical leaves and accommodation issues, discrimination, harassment, retaliation, and wrongful termination claims. He represents management before various federal and state agencies including the PERC, EEOC, NLRB and New Jersey Division on Civil Rights, as well as federal and state courts. Additionally, Mr. Riccio conducts investigations of discrimination, harassment and retaliation claims, provides training sessions on numerous workplace/employment issues, and advises clients regarding employment practices, policies, and procedures.

Mr. Riccio assures his clients that their business and operational philosophies are incorporated into his approach to handling any matter or issue. He is also experienced in the following areas of employment law:

* disability related claims and issues
* breach of contract issues
* claims under the New Jersey Law Against Discrimination
* collective bargaining and negotiation in the public and private sectors
* confidentiality and trade secret issues
* constitutional claims
* defamation claims
* discipline and termination issues
* drugs and violence in the workplace issues
* employment contracts and noncompete agreements
* Wage and Hour issues and claims
* Federal and State Family Leave matters
* occupational safety and health matters
* unemployment compensation hearings
* union election campaigns
* whistleblower claims

**EXPERIENCE**

**Raymond, Coleman, Heinold & Norman**, **LLP**, Ship Bottom & Mount Laurel, New Jersey

 Labor & Employment Practice, February 2013 - Present

**Capehart Scatchard**, Mount Laurel, New Jersey

 Labor & Employment Practice, March 2000 – February 2013

**Hill Wallack**, Princeton, New Jersey

 Labor & Employment Practice, March 1998 - February 2000

**Dessen, Moses & Sheinoff**, Cherry Hill, New Jersey

 Labor & Employment/Civil Litigation Practice, November 1995 - March 1998

**Equal Employment Opportunity Commission,** Philadelphia, Pennsylvania

 Extern, August 1994 - May 1995

**Zita & Gusciora, P.C.**, Trenton, New Jersey

 Labor & Employment Practice, May 1994 - September 1994

**EDUCATION**

**Rutgers University School of Law -** **Camden**

J.D. degree, 1995

**New York Institute of Technology**

M.S. degree, Human Resources Management, 1992 (*with distinction*)

BFA degree, 1988

**PROFESSIONAL ACTIVITIES**

* Nominated 2013 Human Resources Management Consultant of the Year
* Martindale-Hubbell AV Rated
* Recognized as one of South Jersey's Top Attorneys as published by *SJ Magazine*
* Society of Human Resource Management, Member
* Ocean County Clerks Association, Legal Updates Committee & Associate Member
* Tri-State Human Resource Management Association

*(Chairperson, Program Committee 2002-2004)*

* The Human Resource Association of Southern New Jersey

*(Executive Committee Member; Chair, Legal Updates Committee)*

* American Society for Training and Development
* Burlington County Bar Association
* Camden County Bar Association
* Camden Dispute Resolution Program - Director & Mediator, 1993-1995
* New Jersey State Bar Association *(Labor & Employment Section)*

**BAR ADMISSIONS**

**Federal**

* New Jersey (1995)
* Northern District of New York (2007)
* Southern District of New York (1998)
* Eastern District of New York (1998)
* Third Circuit Court of Appeals (2002
* United Stated Supreme Court (2003)

**State**

* New Jersey (1995)
* New York (1996)

**PRESENTATIONS**

* “2013 Manager and Supervisor Training,” TRICO and Burlco Joint Insurance Funds, November 2013.
* “An Overview of the New Jersey Safe Act,” Human Resources Association of Southern New Jersey, October 2013.
* “Human Resources Law: What You Need to Know Now,” National Business Institute, Cherry Hill, August 2013.
* “Medical Leaves and Policy Issues,” TRICO Joint Insurance Fund Retreat, July 2013.
* "2013 Supervisor and Employee Training Sessions," Township of Long Beach.
* "Local Government Ethics," Ocean and Monmouth County Tax Assessors, Tax Collectors and Certified Financial Officers' Association, March 2013
* "Local Government Ethics Law," Ocean County Clerks' Association, April 2012.
* "Employee Medical Accommodations and Leaves; A Human Resources Update," New Jersey Self Insureds Association, May 2012.
* "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, March 2010.
* "2009 Employee Medical and Family Leave Issues," co-hosted by Innovative Benefit Planning, QualMed Evaluations, and Southern Shore Human Resources, Inc., October 2009.
* "Supervisor and Management Training," in-service for client, Township of Medford, October 2009.
* "Supervisor and Management Training," in-service for client, City of Englewood, October 2009.
* "Supervisor and Non-Supervisor Training in Hostile Work Environment Issues," Beach Patrol and Lifeguards, June 2009.
* "2009 Employee Medical and Leave Issues," New Jersey Self Insured Association, May 2009.
* "Supervisor and Management Training," in-service for client, Borough of Woodstown, May 2009.
* "Discrimination and Hostile Work Environmental Claims," GSMJIF, March 2009.
* "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, February 2009.
* "2009 Employee Medical and Family Leave Issues," co-hosted with HRA of Southern New Jersey, Innovative Benefit Planning and Burlington Medical Center, February 2009.
* "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, October 2008.
* "2008 Employee Medical and Family Leave Issues," co-hosted with Innovative
* Employment Issues," New Jersey Division on Civil Rights, June 2008.
* "CEPA Issues - Hidden Danger: Whistleblower Complaints," Tax Collectors & Treasurers Association, May 2008.
* "Employment Issues," New Jersey Division on Civil Rights, April 2008.
* "A Hidden Danger: Employee Whistleblower Complaints," Tax Collectors & Treasurers Association, April 2008.
* "Supervisor and Management Training," in-service for client, Township of Maple Shade, April 2008.
* "HR & The Law," Certification Program, Burlington Community College, Enterprise Center, Instructor, February 2008.

**PUBLICATIONS**

* “A Comparative Guide to the New Jersey SAFE Act, FMLA and NJ-FLA,” October 2013.
* "Retaliation Claims A Significant Area of Employee Lawsuits," Burlington County Woman, May/June 2007.
* "Time to Revamp Your Policies and Update Your Training." Legal Alert, March 2007.
* "Domestic Partnership Act Compliance: The Employer's 8 Point Action Plan," Mealey's Litigation Report Employment Law, August 2004.
* "Establishing and Implementing A Mandatory Arbitration Program for Non-Union Employees," Employment Law Report, February 2002.
* "Appellate Court Finds Transsexualism Protected by State Law," Legal Alert, July 2001.
* "Federal Agency Introduces Non-Union Employers to Their 'New Employee': Weingarten," Human Resource Association of Southern New Jersey Meeting Notes, November 2000.
* "A Review of Recent Developments Under CEPA," Legal Alert, September 2000.
* "'Net' Loss: Employer Liability for Virtual Workplace Communities and Beyond," Legal Alert, co-authored with Bruce L. Harrison, Esq., June 2000.
* "Employer Liability for Punitive Damages: Wiping Away the Tiers of Upper Management," Legal Alert, March 2000.