



## ERIC T. BAGINSKI

Counsel

Virtual Office

### Service Focus

- Counseling and Advice
- Litigation and Trials

## OVERVIEW

Eric is a Counsel in Fisher Phillips' Virtual Office. He represents and advises management-side clients on a wide range of matters. Whether defending against high-risk litigation or helping with routine compliance questions, Eric aligns clients' business objectives with solution-driven strategies.

Eric assists clients across a range of industries, including energy, financial services, healthcare, hospitality, manufacturing, real estate, retail, technology, and transportation.

He represents clients in state and federal courts, before state and federal administrative agencies, and in alternative dispute resolution settings. His litigation experience includes defending against discrimination, harassment, retaliation, whistleblower, and both individual and class/collective wage and hour claims. He also has experience enforcing restrictive covenant agreements.

In addition to litigation, Eric advises clients on employment law compliance issues, risk mitigation efforts, and the drafting of employment-related documents. His counseling includes matters such as employee leaves, separations, accommodations, and wage and hour issues. He also prepares offer letters, employee handbooks, workplace policies, employment agreements, and independent contractor agreements.

Eric works remotely and is licensed in New Jersey and New York. You may contact him via email or by phone. Please use our [New Jersey](#) address for mailing purposes only.

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## Credentials

### Education

- Boston College Law School, J.D., 2015
- Middlebury College, B.A., *magna cum laude*, 2010

### Bar Admissions

- New Jersey
- New York

### Court Admissions

- U.S. District Court for the District of New Jersey
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York
- U.S. Court of Appeals for the Third Circuit

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## Recognitions

- *Best Lawyers in America, Ones to Watch (2022-2026)*

# INSIGHTS

**Event**

**Aug 16, 2022**

New Jersey Breakfast Briefing: What Employers Need to Know About Alternative Pay Options

**Insights**

**Mar 31, 2022**

Are Utilization Review Nurses Entitled to Overtime? Pending Federal Case Should Serve as Warning for Healthcare Providers

**Insights**

**Feb 9, 2022**

Federal Appeals Courts Add to Employers' Confusion by Disagreeing on Whether to Dismiss Out-of-State Plaintiffs in FLSA Collective Actions

**Event**

**Jul 13, 2021**

Fisher Phillips Breakfast Briefing: The Dangers of Misclassifying Independent Contractors

**Publication**

**Sep 4, 2020**

August 2020: The Top 17 Labor And Employment Law Stories

**Event**

**May 28, 2020**

The Most Common Wage and Hour Pitfalls in the COVID-19 Era