



Eric T. Baginski

Counsel

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Email



Service Focus

- Litigation and Trials
- Counseling and Advice

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.

Credentials

Education

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

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

Recognitions

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

Insights

EVENT

08/16/22

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

Phillip C. Bauknicht, Sarah Wieselthier, Eric T. Baginski

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INSIGHTS

03/31/22

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

Eric T. Baginski, A. Kevin Troutman

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INSIGHTS

02/09/22

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

Eric T. Baginski, Matthew R. Korn

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EVENT

07/13/21

Fisher Phillips Breakfast Briefing: The Dangers of Misclassifying Independent Contractors

Kathleen McLeod Caminiti, Eric T. Baginski

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INSIGHTS

02/25/21

Drawing Lines: Where Do Courts Stand On Permitting FLSA Collective Actions Involving Out-Of-State Plaintiffs?

Eric T. Baginski, Matthew R. Korn

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INSIGHTS

09/04/20

August 2020: The Top 17 Labor And Employment Law Stories

Eric T. Baginski, Phillip C. Bauknight, Steven M. Bernstein, Sheldon J. Blumling, Kathleen McLeod Caminiti, Laurel K. Cornell, Myra K. Creighton, J. Micah Dickie, Benjamin M. Ebbink, Chantell C. Foley, Stephen R. Gee, Jason A. Geller, Marty Heller, Aymara Ledezma, Richard R. Meneghello, Alden J. Parker, Robert M. Robenalt, Hannah Sweiss, J. Hagood Tighe, A. Kevin Troutman, Kristin R.B. White, Sarah Wieselthier, Sheila M. Abron

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INSIGHTS

08/21/20

Pennsylvania Federal Court Becomes Latest To Exclude Out-Of-State Plaintiffs From FLSA Collective Actions

Eric T. Baginski, Kathleen McLeod Caminiti

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EVENT

05/28/20

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

Eric T. Baginski, Kathleen McLeod Caminiti

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PUBLICATION

05/28/20

Top 5 Wage And Hour Risks To Avoid As Businesses Reopen

Eric T. Baginski, Kathleen McLeod Caminiti

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INSIGHTS

04/16/20

New Jersey Provides State WARN Act Relief In Light Of COVID-19

Eric T. Baginski

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