



R. Shane Kagan

Partner

New Jersey

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Email



Service Focus

- Counseling and Advice
- Litigation and Trials

Overview

R. Shane Kagan represents employers in workplace-related pre-litigation claims and litigation matters including risk management, litigation strategy, mediation and restrictive covenant counseling and enforcement. Additionally, he routinely counsels his clients on company policies and handbooks, employment-related business concerns, and personnel actions.

Shane's experience includes matters filed in state and federal courts, with the EEOC and the New Jersey Division of Civil Rights. He has successfully represented clients within the public and private sectors on matters related to the NJLAD, Title VII, ADA, CEPA, FMLA, NJFLA, wage and hour, non-compete and numerous other employment litigation issues.

Prior to joining Fisher Phillips, Shane practiced company and management-side labor and employment law for several years. Before law school, Shane was a high school Social Studies teacher and coach. After law school, he was a law clerk for the Honorable W. Hunt Dumont, P.J.Cv. (ret.) in the Superior Court of New Jersey in Morris County.

Credentials

Education

- J.D., 2009, Rutgers Law School
- B.S., 1999, Bucknell University

Bar Admissions

- New Jersey
- New York

Court Admissions

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

Recognitions

- *The Best Lawyers in America* "Ones to Watch: Labor and Employment Law - Management" (2021-Present)
- *Super Lawyers* "Rising Stars" (2018-2019)

Insights

INSIGHTS

04/01/25

***Severance* Highlights Toxic Workplace Themes That Aren't Just Sci-Fi: 5 Spoiler-Free Lessons for Employers**

Olivia J. Italiano, R. Shane Kagan, Kate Mize

[Read more →](#)

INSIGHTS

03/04/25

"Wicked" Didn't Win Best Picture – But Employers Can Turn Its Lessons Into Best Practices

Olivia J. Italiano, R. Shane Kagan, Kate Mize

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NEWS

12/18/24

Fisher Phillips Remains Steady With 25 Attorney Partnership Class

Wendy Baker, Lauren Bushman, Aaron Cargain , Tami Essis Culkar, Alex G. Desrosiers, J. Micah Dickie, Scott Fanning, Lauren Frisch, Stephen R. Gee, Kari E. Gibson, Gabrielle Giombetti, JonVieve D. Hill, Janet M. Himmel, Nicholas S. Hulse, R. Shane Kagan, Jennifer S. Kiesewetter, Vance O. Knapp, Eliza L. Lloyd, Mary Grace Miller, Ariella T. Onyeama, Erin Price, Jenna B. Rubin, Kelsey E. Schiappacasse, Erica G. Wilson, Danielle Krauthamer Zobel, John M. Polson

[Read more →](#)

NEWS

12/17/24

Fisher Phillips Elects 25 Attorneys to 2025 Partnership Class

Wendy Baker, Lauren Bushman, Aaron Cargain , Tami Essis Culkar, Alex G. Desrosiers, J. Micah Dickie, Scott Fanning, Lauren Frisch, Stephen R. Gee, Kari E. Gibson, Gabrielle Giombetti, JonVieve D. Hill, Janet M. Himmel, Nicholas S. Hulse, R. Shane Kagan, Jennifer S. Kieseewetter, Vance O. Knapp, Eliza L. Lloyd, Mary Grace Miller, Ariella T. Onyeama, Erin Price, Jenna B. Rubin, Kelsey E. Schiappacasse, Erica G. Wilson, Danielle Krauthamer Zobel, John M. Polson

[Read more →](#)

EVENT

07/11/24

17th Annual Employment Law Symposium

David B. Lichtenberg, Phillip C. Bauknight, Jessica T. Cook, Rosemary S. Gousman, Sarah Wieselthier, Brent A. Bouma, R. Shane Kagan, Annamaria Del Buono, Nicole Espin

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NEWS

05/11/23

Law360 Profiles Shane Kagan's Arrival in New Jersey

R. Shane Kagan

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NEWS

05/09/23

Fisher Phillips Welcomes R. Shane Kagan to Rapidly Growing New Jersey Office

R. Shane Kagan

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