



ROSEMARY S. GOUSMAN

Partner

New Jersey

908.516.1060

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Service Focus

- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials
- Privacy and Cyber
- Wage and Hour

Industry Focus

- Financial Services

OVERVIEW

Rosemary Gousman is a partner in the firm's New Jersey office. She has devoted her extensive career to the practice of labor and employment law.

Rosemary's diverse practice includes both litigation and counseling of employers. She litigates cases involving discrimination, wrongful discharge, whistleblower claims, wage and hour laws, common law contract and tort claims, traditional labor law involving union-management relations, and employee benefits disputes. Rosemary has significant trial experience in bench and jury trials, as well as arbitration proceedings, including Financial Industry Regulatory Authority (FINRA). She has appeared before a variety state and federal administrative agencies.

Along with her litigation work, Rosemary counsels clients on the appropriate handling of disciplinary matters, employee terminations, compliance with employment statutes and state and federal regulations dealing with harassment and discrimination, wages and leaves of absence. She regularly advises employers on employment contracts and corporate policies on wide-ranging topics such as performance management, discrimination and harassment complaints, disability and Family and Medical Leave Act (FMLA) leave management, pre-employment screening, and reductions in force.

Rosemary has served as lead counsel on a number of jury trials, and has obtained summary judgment in a number of discrimination, retaliation, public policy and common law claims in favor of her clients.

Rosemary lectures frequently on various topics in employment law, including discrimination, sexual harassment, Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), internal and Equal Employment Opportunity Commission (EEOC) investigations, and workplace privacy and social media both for her clients, attorneys, and industry groups.

Credentials

Education

- Rutgers Law School, J.D., with honors, 1980
- Saint Peters College, B.A., summa cum laude, 1977

Bar Admissions

- New Jersey

Recognitions

- *Benchmark Litigation* 2023 – Labor & Employment Star
- Recognized in *The Best Lawyers in America* (2020-2026)
- *Chambers USA*, Labor & Employment (2016-2025)
- "AV" Peer Review Rated by Martindale-Hubbell
- Listed in *The Best Lawyers in America* since 2007

- Selected to the *New Jersey Super Lawyers*

[Award Methodology](#)

Affiliations

Professional Activities

- Fellow, The College of Labor and Employment Lawyers

INSIGHTS

Insights

Jan 22, 2026

New Jersey Vastly Expands Employee Protections under Family Leave Act and Beyond: 4 Key Employer Takeaways + Action Plan

News

Jun 5, 2025

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

Event

Jul 11, 2024

17th Annual Employment Law Symposium

News

Jun 10, 2024

Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA

Event

Feb 14, 2024

Back to Basics: Compliance Overview for New Jersey Employees

5 Key Takeaways for New Jersey Employers and Staffing Agencies as State Issues Proposed Regulations for Sweeping Temp Labor Law