

Rosemary S. Gousman

Partner

New Jersey

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Service Focus

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

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

Bar Admissions

- New Jersey

Recognitions

- *Benchmark Litigation 2023* – Labor & Employment Star
- Recognized in *The Best Lawyers in America* (2020-2025)
- *Chambers USA*, Labor & Employment (2016-2024)
- "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

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

06/10/24

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

Edwin G. Foulke Jr., Andrew J. Sommer, Travis Vance, Kristin R.B. White, Danielle Hultenius Moore, Jocelyn Campanaro, Micah Dawson, Todd A. Fredrickson, Angelica M. Ochoa, Steven M. Bernstein, Suzanne K. Bogdan, Charles S. Caulkins, Christine E. Howard, Jeffrey E. Mandel, Cathy M. Stutin, Michael P. Elkon, Shanon R. Stevenson, Terri R. Stewart, Laurel K. Cornell, Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Michelle I. Anderson, Edward F. Harold, Timothy H. Scott, David W. Erb, Daniel E. Farrington, Joseph W. Ambash, William E. Altman, Gregory V. Murray, Barbara Jean D'Aquila, Steven R. Cupp, Gregory D. Ballew, J. Randall Coffey, James R. Holland II, Brian J. Finucane, Melody L. Rayl, David B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Kathleen McLeod Caminiti, Rosemary S. Gousman, Michael R. Marra, David Klass, Richard A. Millisor, Clarence M. Belnavis, Todd A. Lyon, Michael P. Avila, Nan Sato, Christopher P. Stief, William D. Wright, Michael D. Carrouth, C. F. W. Manning II, Stephen C. Mitchell, J. Hagood Tighe, David S. Jones, Greg Grisham, Jeff Weintraub, Stephen J. Roppolo, Teresa Valderrama, Theresa M. Connolly, Davis C. Bae, Ralph Hua, Radhika Mehta, Suzanne Kelly Michael

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EVENT

02/14/24

Back to Basics: Compliance Overview for New Jersey Employees

Rosemary S. Gousman, Olivia J. Italiano

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INSIGHTS

08/15/23

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

Alba V. Aviles, Rosemary S. Gousman, Sarah Wieselthier

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INSIGHTS

08/04/23

Workplace Law Update: 22 Essential Items on Your August To-Do List

Emily Alvarez, David E. Amaya, Michelle I. Anderson, Amanda M. Blair, Ted Boehm, Suzanne K. Bogdan, Jennifer B. Carroll, J. Micah Dickie, Anet Drapalski, Benjamin M. Ebbink, Jason A. Fischbein, Ilanit Fischler, Lonnie D. Giamela, Rosemary S. Gousman, Darcey M. Groden, Marty Heller, Melissa Huether, Jang Hyuk Im, Megan L. Janes, Usama Kahf, Nicole Kamm, Anne Yarovoy Khan, Sarah Leon, Courtney Leyes, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, R. Henry Moore, Joshua D. Nadreau, Alden J. Parker, Christopher G. Peterson, Erin Price, Monica Snyder Perl, Nan Sato, Landon R. Schwob, Evan Shenkman, Shanon R. Stevenson, Sharon Suh, Hannah Sweiss, Spencer W. Waldron, David J. Walton, Sheila M. Abron, Arthur M. Wolfson

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INSIGHTS

07/28/23

How to Prepare for New Obligations Under New Jersey's Unemployment Compensation Law

Rosemary S. Gousman

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NEWS

06/06/23

Fisher Phillips Once Again Recognized as a Top Labor and Employment Law Firm by Chambers USA

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02/21/23

New Jersey Breakfast Briefing – New Jersey's Significant and Expansive WARN Act Amendments Will Soon Go Into Effect

Rosemary S. Gousman, Alba V. Aviles

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INSIGHTS

02/03/23

Top Workplace Law Stories You May Have Missed from January 2023

William E. Altman, Emily Alvarez, Alba V. Aviles, Davis C. Bae, Phillip C. Bauknight, Amanda M. Blair, Risa B. Boerner, Michael E. Bonner, Melissa Camire, Christopher Caravello, Deepa K. Desai, J. Micah Dickie, Benjamin M. Ebbink, Stephen R. Gee, Michael R. Greco, Darcey M. Groden, Rosemary S. Gousman, Andrew J. Hoag, Wendy Hughes, Usama Kahf, Seth D. Kaufman, Kenneth A. Knox, Samantha J. Monsees, Danielle Hultenius Moore, Joshua D. Nadreau, Jeffrey Shapiro, Henry Thomson-Smith, Sheila M. Abron, Jeremy F. Wood

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INSIGHTS

01/13/23

New Jersey's Significant and Expansive WARN Act Amendments Will Soon Go Into Effect: 4 Key Changes You Should Know About

Alba V. Aviles, Rosemary S. Gousman

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